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LET 'BLITZ' SHOW WAY TO REFORM
—Page 263

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We Must Regionalise—or Perish!

Without drastic reconstruction, the war will finish democratic local government in Britain, says Dr. W. A. ROBSON, Reader in Administrative Law at the London School of Economics. His plan of reform includes the creation of nine or ten regional councils, abolition of the county council, enlargement of small boroughs and districts, far-reaching re-allocation of functions and—of special interest to NALGO—national standards of recruitment and conditions of service for all local government officers. We shall welcome the fullest discussion of this important article.

THE War has imposed upon our system of local government several new and unprecedented burdens which it was never designed to carry. One of the most momentous issues of the day is the extent to which the local authorities are capable, or can be made capable, of dealing with the formidable problems which now confront them. Upon the outcome of that issue much depends of high importance in the war.

Local government in this country, as elsewhere, was established and developed to administer the arts of peace, and to promote social welfare. Today, it finds itself cast for the involuntary rôle of playing a leading part in the Battle of Britain.

The most spectacular aspect of this radical transformation is, of course, the complex of functions which is included under the term Air Raid Precautions. Never before in our history have local authorities been asked to provide air raid wardens and posts, decontamination squads, rescue gangs, evacuation schemes, feeding and reception centres for those rendered homeless by enemy action, surface shelters, furniture stores, and so forth.

The Service Transformed

Local authorities which in time of peace were charged with lighting the streets are now responsible for seeing that the highways are kept darkened. Housing authorities which eighteen months ago were making closing and demolition orders are now engaged in endeavouring to rescue the victims of air raids buried beneath masses of debris from houses demolished by bombs. Education authorities which normally compel children to attend elementary schools within their areas are now doing their utmost to drive the children away from the neighbourhood of those schools into safer areas. In many parts of London and other cities the public utility services have from time to time been put out of operation by enemy action, and in consequence for days or weeks the inhabitants have been suddenly compelled to follow the example of their great-grandparents and do without gas, electricity, tramways, and even a piped water supply. Public health authorities are now called upon to consider rudimentary sanitary problems of a kind scarcely encountered in England since the early phases of the industrial revolution. The maintenance and construction of highways, before the war a dominant preoccupation of county and county borough councils (and the Ministry of Transport), has ceased to be important with the decline in motoring.

These and similar changes constitute a fundamental reorientation in the direction and emphasis of local government services which is operative in the target areas, and especially London.

Even more striking is the shift of population and its consequences. The great centres of attraction, such as London, Birmingham, Manchester, have become centres of repulsion under the menace and the actuality of air warfare. The health resorts along the south and south-east coasts have come to be regarded as extremely unhealthy places, and are avoided not merely by the visitors who normally flock to them in search of health or recreation, but also by the tradesmen, the boarding-schools, and others who carry on business there. The remoter parts of the country, such as Devon and Cornwall, Wales, the West Country, the Lake District, the smaller towns and villages in the Home Counties, have received an enormous influx of population, and in some cases of industry and commerce also.

Only people who are blind or ignorant or foolish can believe that our local government system is coping with these vast changes in even a tolerably satisfactory manner. Those who possess any critical sense or insight are painfully aware of the shortcomings and dangers of the present situation, and anxious that a mistaken sense of loyalty or patriotism shall not lead to an attempt to pretend that all is well when that is far from being the case. In point of fact, the situation calls for the most drastic remedies.

Take the case of London, which is by far the most important since the Metropolis is right in the front line. The people of London have responded to air bombardment with a courage and fortitude almost unparalleled in the records of civil or military history. Yet these people—six or seven millions of them—are being provided with municipal services by a veritable jungle of local authorities. I have described at length in *The Government and Misgovernment of London* * the fundamental defects in the structure of London government even for peace-time needs—and I cannot repeat here what I have already said. That structure remains unchanged today, although it has had superimposed upon it the regional commissioners. None of the essential municipal services has been regionalised or nationalised, with the one exception of the fire brigade, which has been placed under virtually unified command. The London fire service is universally recognised to be doing a magnificent job of work. It is what the Americans would call the high spot of the London scene. Its remarkable performance is due not simply to the bravery and skill of the regular brigades and the auxiliary service, but also to good organisation and intelligent planning. Yet this all-important cause of its success is usually overlooked.

Commissioners no Remedy

In the book to which I have referred, I pointed out that the defects of the existing mal-organisation could not be remedied by superimposing a centrally appointed commissioner or military governorship on top of the patchwork quilt of areas and authorities. "No one," I wrote, "who has the slightest knowledge of public administration can believe for a moment that such a step could overcome quickly and effectively the immense handicap of the disintegrated and incoherent local machinery which now exists. It is not merely centralised direction that is needed, but unified administration" (page 466.)

The regional commission does not represent a serious attempt to reorganise London government on intelligent lines. The essential task of the regional commission—in London and elsewhere—is a twofold one. First, to act as the eyes and ears of the central government for the purpose of collecting information and providing intelligence. Second, to take the place of the central government within the region in the event of a breakdown of communications. Thus, in certain circumstances, the regional commissioners will exercise the powers and duties of the various central government departments.

* *Published by George Allen & Unwin*, 1939. 15*s*.

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Until such circumstances arise, their authority is largely contingent. As outposts of the Ministry of Home Security, they can and do wield a decisive voice in regard to all aspects of A.R.P. work. As organs possessing a wider knowledge than any one local authority, their views on most questions are treated with respect. As institutions of great potential power in case of grave military peril, their influence no doubt exceeds their authority. The very novelty of their constitution, and the departure from the English tradition in political theory and public administration which they represent, lends them weight and substance; while the personal eminence of some of the commissioners affords great prestige to the office. But when all this is conceded, the fact remains that they are not and cannot be an effective substitute for efficient organisation at the local government level.

Democracy in Peril

An attempt has been made in the case of London to expand the commissioners' functions by increasing the number of commissioners and specialising their functions. Thus, the two original commissioners (Sir Ernest Gowers and Admiral Evans) were increased to three by the addition of Mr. Euan Wallace, M.P., as senior commissioner. Mr. Wallace had been Minister of Transport and was presumably appointed partly in order to cope with transport problems. Later, a fourth commissioner was appointed in the person of Mr. Willinck, K.C., M.P., whose special duties are concerned with housing and the homeless. A fifth commissioner (Sir Warren Fisher) is entrusted with the repair and maintenance of public utility services. For the most part, these special functions are supplementary or additional to existing services carried out by local authorities in London. Nevertheless, they disclose a tendency towards endowing the regional commissioners with executive power, which is at any rate desirable from the point of view of increasing the area of administration. Unfortunately, however, they also indicate the threat to local government inevitably raised by the wholesale inefficiency and resistance to reform which has so far characterised the Metropolis.

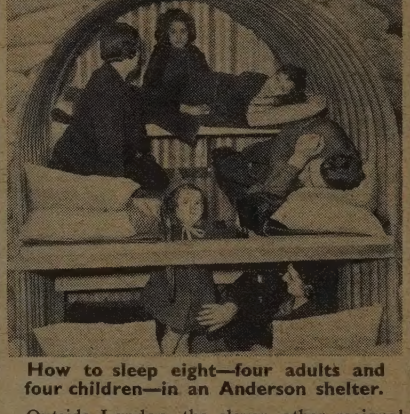
Once more, if NALGO readers will forgive me, I would like to quote from *The Government and Misgovernment of London*:

"Democracy on the national scale can function in a healthy manner only if it is supported and nourished by democratic local government. It will be a disaster if the reform of the essential structure of London government is delayed and evaded by the introduction of piecemeal expedients introduced without regard to their undemocratic or anti-democratic character. Irreparable injury will eventually result if no attempt is made to bring the elected authorities in the Metropolis into organic relation with the realities of social, geographical and economic life. Unless a halt is called to present tendencies the time may not be far off when a fifth of the nation will be living under a system of 'Government by Commission,' by which I mean some form of administration consisting of centrally appointed officials or irresponsible nominated boards" (pages 3 and 9).

Threat to London Authorities

Local authorites in London will at this late hour be fortunate if they escape with anything so harmless to their future existence as reform. It would not be at all surprising if, in face of the grave exigencies of war, the administration of the capital were to pass, almost entirely, into the hands of centrally appointed officials. Already in Stepney the Metropolitan Borough Council has been superseded by order of the Minister of Health. And who was there who shed a tear?

Though a centrally controlled "Government by Commission" may seem preferable to the heterogenous collection of local authorities which now administer the Metropolis, such a development would eventually be found to be a disastrous mistake. In the first place, the area assigned to the regional commission is quite inadequate. It is none other than our old friend the Metropolitan Police District, dating from 1839, whose boundary is both unscientific and obsolete. Second, the personnel of the commissioners' office is by no means such as to inspire confidence. There is hardly anyone in a responsible position who has had relevant experience either of London or of municipal affairs. Instead of picking the ablest men from local councillors and officials, the principle adopted appears to have been rather to introduce the fresh vision and judicial impartiality born of complete ignorance of the subject.



How to sleep eight—four adults and four children—in an Anderson shelter.

Outside London, the eleven other regional commissions seem to have been given reasonably good areas. No division of the country can possibly be ideal for all purposes, but, generally speaking, a good working compromise has been struck between the competing claims of various alternatives. With a few exceptions, the boundaries comprise entire administrative counties and county boroughs, which is a correct principle to adopt wherever possible.

The dominant fact remains, however, that the introduction of regional commissioners does not necessarily betoken an advance towards local self-government on regional lines; it may indicate, on the contrary, the supersession of a system of local government which has persistently refused to adapt itself to modern needs by enlarging the areas of administration above the county and county borough level.

Shifting Populations

The redistribution of population caused by the war has accentuated rather than diminished the need for regional councils. The enormous influx into country towns and villages has thrown a huge increase of administrative responsibility on to small boroughs, urban and rural districts, and the less industrialised counties, without bringing to the authorities in charge of such areas any corresponding increase in financial and other resources. They are, therefore, in many cases overwhelmed and stupefied by the magnitude of their task.

The tendency of persons working in the large cities to reside in dormitory areas outside has become intensified in consequence of the liability of large industrial and commercial centres to be treated by the enemy as targets for aerial bombardment. Hence all the pre-war financial and administrative problems arising from the arbitrary and unreal separation of town and country areas have been exacerbated.

The county district councils, and even the county councils themselves, are quite unable to provide adequate public health and education services for the stream of children and adults that has poured into their areas. Assimilation of evacuees with "native" inhabitants for the purpose of local government services is obviously desirable from an administrative point of view; but how can poor and ill-equipped Part III authorities, for instance, be expected to provide education for children evacuated from wealthy and progressive county boroughs at the standard at which they are accustomed to receive it? To avoid a lowering of standard, the county boroughs are "following" their children and providing services for them in their new homes. The principle is quite wrong and leads to an unfortunate isolation of both evacuated children and their teachers. Yet in present circumstances it is almost inevitable.

Town and Country One

The essential need of the great industrial aggregations for a hinterland of countryside to serve as a refuge against air attacks makes an integration of town and country government indispensable. This can be done only on regional lines. Every central department concerned with economic and social services has recognised the need for regional areas; all of them, from the Ministry of Food to the Ministry of Labour, have appointed a divisional officer in each region. The local government services have not escaped the need for regional treatment.

The fundamental requirements of the reforms which are necessary are clear. Britain must be divided up for local government purposes into a number of large regions—probably nine or ten would be the best number. The demarcation of boundaries is a matter for discussion, but it does not affect the broad principle. The region should be an area which has at once a distinct economic, social and political life of its own, and which also approaches within a reasonable distance of being a suitable territory for the administration of the large-scale municipal services.

In the region, there must be a directly elected regional council. Below it there should be a second tier of authorities whose character would vary according to circumstances. County boroughs and the larger non-county boroughs could remain structurally (though not functionally) almost unchanged. The smaller boroughs and districts would require to be substantially enlarged and strengthened both as regards resources and staff. A simplification of nomenclature, status and ceremonial is desirable.

There should be no further proliferation of authorities beyond this double-deck structure. The county councils would disappear, or be transformed into second-deck authorities, the county boroughs would yield some of their independence and powers. Parish councils would be replaced by local committees (with co-opted members) of the minor authorities within the region.

Division of Services

The functions of local government should be divided into three groups. First, those which require to be directly administered by the regional council. Among these I would include main drainage, main highways and bridges, refuse disposal (but not collection), lunacy and mental deficiency, the provision of hospitals, public assistance, water supply, town and country planning, the provision of large open spaces, fire brigades, the police, rating and valuation, technical education (and possibly secondary education as well). The list is not intended to be exhaustive.

The second group of services would consist of those to be administered by the secondary authorities, subject to certain forms of supervision and planning by the regional organ. These would comprise such services as public libraries, maternity and child welfare, elementary education, minor roads, refuse collection, the lighting and cleansing of highways, swimming baths, parks and recreation grounds

museums and art galleries and so forth. In place of the unrestricted autonomy possessed by even the most inefficient and backward local authority when acting within its powers which today exists, the secondary authority would be required to submit plans to the regional organ for the siting and accommodation of, for example, a public library, or baths and washhouses, or a housing estate. The convenience or inconvenience of a site is a matter which touches interests far beyond those of the local authority providing the institution. Yet, subject to these interests being considered, there is no reason why the service should not be administered by the secondary authority. We have, therefore, to distinguish carefully, in constituting regional government, between overall control in planning and policy by the regional council, and day-to-day management by the secondary authority.

Minimum Standards

The regional council should, moreover, be authorised to lay down certain minimum standards of performance in regard to certain services, such as refuse collection, and be armed with the means to compel recalcitrant authorities to make provision at a level not lower than the prescribed norms.

In regard to some functions, it will be necessary to spread the charge over the region by empowering the regional council to pay a grant in aid.

The third group of functions consists of those of purely local concern, in regard to which the secondary authority can be left an entirely free hand. There are many services affecting the welfare and amenities of a locality which should be left to sole discretion of the authority in charge of that area. The provision of playgrounds, the control of petrol stations, small dwellings acquisition, allotments, vocational guidance, municipal crêches, a vast host of regulatory and licensing and inspectorial powers—these are a few examples.

All local authorities would not be treated on the same basis. A great county borough can obviously be accorded far more freedom and responsibility than a backward, sparsely populated rural area. Hence in the former case many of the functions in my second group would be transferred to the third group of autonomous powers. Flexibility is essential.

Future of the Officer

I have been able to do no more here than to indicate in broad outline the need for regionalising and rationalising our local government system; and to suggest in brief outline the only sane line of approach. I concede that these proposals involve bold and far-reaching reforms calling for a much higher degree of boldness, courage, and insight than has hitherto been displayed in establishing the local government institutions which we now possess. We are, however, living through a great moment of history, and it behoves us to respond to it greatly.

One word in conclusion about local government officers. The regional authority should be required to set up personnel commissions on the lines recommended by the Hadow Committee. These commissions would act as organs of recruitment for all authorities in the region on the basis of a series of common examinations. Each authority would, however, itself make the appointment from among the successful candidates. The regional council would have an establishment committee, one of whose functions would be to co-ordinate and render consistent conditions of employment of local government officers throughout the region. It would thus reinforce the Whitley Council movement where this was weak or non-existent; it would facilitate transfer between local authorities; it would even-up conditions of employment. Regionalism would thus tend to promote the unification of the local government Service which is so badly needed.

see also p. 263-4

BERMONDSEY LAUGHS at GOERING

By Hazel Shepherd

BERMONDSEY covers an area of 1,742 acres—rather less than three square miles. Within that small space, just under 100,000 men, women, and children have their homes. *Had* their homes, I should say. For, on Sept. 7, 1940, Hitler and Goering decided that Bermondsey was a military objective. In the ten weeks since then, they have hurled large numbers of bombs on its little working-class dwellings, its fine municipal cottages and flats—housing one-fifth of the population—its clinics and health centres, its parks, baths, and community centre. Night after night, youngsters of 18 and 19, wearing the badge of the crooked cross, have droned over those silent streets dropping death and destruction upon the dockworkers and shopkeepers, the women, and the children who live below.

Deep in one of London's tube stations, a concert party entertains the shelterers—with loud-speakers to carry the music to the thousands lying on the 1½-mile track, now converted for their use.

But Bermondsey has beaten them. It has seen death in its most horrible forms. It has known tragedy and destruction, heartbreak and fear. It has seen its homes turned in a fraction of a second into heaps of obscene débris. It has endured, and is enduring, an aerial bombardment more intense than anything experienced by any other city in the history of warfare.

It is grim. But it is also gay. It can still sing. It can still laugh. You can hear that singing and that laughter in its shelters every night, above the thud of the bombs and the roar of the guns. It will still be singing, still laughing, when Hitler and Goering are forgotten nightmares.

The people of Bermondsey, as of the other bombed areas of Britain, are weary of praise of their morale. To them, cheerfulness in adversity is as natural as it is to all born within sound of Bow bells. But more than Cockney good humour has gone to make Bermondsey the grimly gay place it is to-day. More than innate high-spirits have given it what are, perhaps, the happiest, brightest, shelters in all Britain. Those qualities of its people have played their part. The rest it owes, as we owe so many of the benefits of our civilisation, to the marriage of official enterprise with voluntary enthusiasm.

That is the secret behind the story of the Bermondsey Shelter Council for Social Activities. But let me tell it from the beginning.

Before the "Blitz" began, "first-line" rest centres were prepared for the reception of people bombed out of their homes. On the first night of the "Blitz," one of these rest centres received a direct hit. One other could not be used, since it was in an area that had to be completely evacuated. Therefore all the people who had lost their homes had to go to those staffed by voluntary workers known as "third-line" centres.

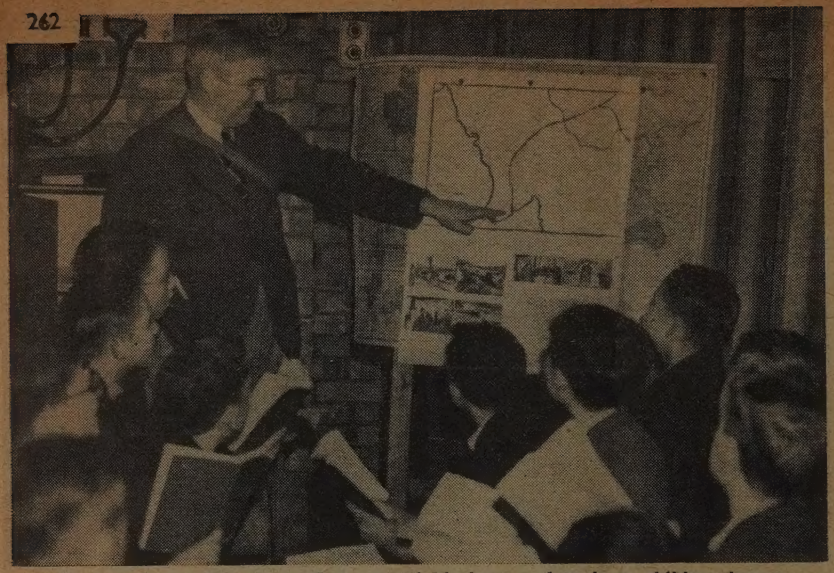
The enormous job was tackled with enthusiasm by everybody concerned.

As a result of the experience gained, it was felt that it was not enough to make shelters as safe and healthy as possible and leave it at that. It was said: "People have to live in shelters—may have to do so for weeks and months to come. This is a war of nerves as well as of bombs. There is no point in saving people's bodies if you let them lose their souls. We've got to protect their minds as well as their skins—give them something cheerful and interesting to do and think and talk about, something that will replace their morbid interest in bombs and sirens and rumours. Especially must we do something for the children. Their schools are closed, and they will rapidly deteriorate unless we give them something constructive to do."

To give effect to these ideas, the Shelter Council was launched. The Mayor is patron and the members include representatives of the churches, social workers, the Bermondsey Repertory Company, and council nominees.

Working in collaboration with the local authority, the Shelter Council has determined to make the shelters and rest centres bright, happy, and stimulating. At present there are about 150 shelters in the borough, with night populations ranging from fifty to 2,000. Soon all will be fitted with electric light, bunks, heat, and ventilation; wherever possible water is being laid on and water-borne lavatories installed. Whist drives, dances, and socials are being held. Talent competitions disclose budding actors, actresses, and comedians, who are formed into companies which tour the shelters with plays and concerts (the bigger shelters are being fitted with stages, props, and scenery). The Council for Education in Music and Art is supplying singers and musicians who sing the songs and play the music the people like. Three film projectors are being used to give film shows—documentaries, cartoons, comedies, and Westerns.

For the more seriously minded, there are L.C.C. evening classes in the shelters and a



Shelter classes help to combat mental blackout and to keep children happy and occupied.

host of live discussion groups debating religion, war, politics, hygiene, and citizenship. Local clergymen conduct simple religious services from time to time, and there are handicraft courses for the men and classes in knitting and needlecraft for the women.

Already, the effect has been remarkable. Fears are being countered, anxiety checked, distress mitigated. The activities of "they" up above are forgotten. When, at 10.30, the fun ceases and bright lights are replaced by dim ones, the shelter population settles down to sleep peacefully and in content. As one old woman said in the morning, after enjoying the previous night an indifferent accordion concert: "That's the best night's sleep I've had for months!"

Each shelter is in charge of a shelter marshal who is responsible for the happiness, harmony, and family spirit of its occupants. He works in collaboration with the wardens and the local authority, reporting leaking roofs, damp floors, lack of heat, and so on.

So much for the social side. It is magnificent work, imaginatively planned and energetically carried out. On the practical side, too, Bermondsey's shelter organization is no less enterprising.

The dangers of disease spreading in the shelters are being actively countered. Every shelter housing more than 500 people is to have a doctor and nurse available throughout the night. Smaller shelters will have first-aid equipment and medical supplies in charge of a first-aid worker or volunteer stretcher-bearer. Every day, men go round all the shelters, cleaning, spraying the air, and washing the walls and floors with disinfectant.

Mobile canteens are being planned and catering is being established in the larger shelters. At present, only hot drinks and snacks are available, but later it is intended to augment these, if there is demand for fuller meals.

A similar spirit of imaginative enterprise pervades the whole of Bermondsey's civil defence organization.

At the town hall, for example, it has opened a civil defence information bureau. Here all inquiries from the public, about casualties, damaged property, lost possessions, evacuation, and the other problems created by bombing are dealt with sympathetically and efficiently, without that heartbreaking trail from office to office which has been so severely—and rightly—criticised elsewhere.

It has its own blood transfusion service, a special ambulance carrying stored blood, which can give immediate transfusions wherever they may be needed, and has saved a number of lives.

Its salvage section runs a fleet of lorries to salvage furniture from bombed houses; already warehouses are stacked with this furniture, much of which might have been lost without the council's aid.

It was the first local authority in London to recover the money value of burned or otherwise damaged bank and treasury notes from the Bank of England—already it has secured large sums in exchange for burnt notes. Most of the money is now waiting to be claimed by the victims or their relatives.

It has anticipated N A L G O in arranging for its civil defence workers who need it to have rest periods in the country, far from bombs and the siren's banshee wail. Through the good offices of interested people, offers of hospitality are available. The A.R.P. controller, attaches great importance to this scheme, pointing out that an important factor in maintaining public morale is how well the defence workers—officers and volunteers—can stand the strain. And strain it certainly is—the strain of encountering all the ghastly horrors of war on your own doorstep, of struggling day after day with destruction and human heartbreak. Among them, as among the rest of us, war has proved a severe testing ground. It has revealed strength as well as weakness, and many have shown unsuspected powers of will and leadership.

Of those qualities, indeed, Bermondsey is a shining example. Its guts have beaten Goering. It will have the last laugh yet.

"A.R.P. AND ALL THAT"
"Hyperion's" Anthology of Air-Raid Humour

AMONG many features crowded out of the journal this month by pressure of more urgent material is "Hyperion's" sparkling page. We regret its exclusion as keenly as our readers, and promise them that it will be restored next month.

In the meantime, however, we urge those who miss "At Random" to buy "A.R.P. and All That," the first anthology of civil defence humour, compiled by "Hyperion" who, as many will know, is C. Kent Wright, town clerk and A.R.P. controller at Stoke Newington.

That name alone will, for N A L G O members, be a guarantee of the brightness of this book. It contains many gems already published here—we are particularly gratified to find Jackass's classic account of the first raid on Much Cowslip—together with much new material, and provides the ideal Christmas gift for local government officers, civil defence workers, and all who welcome a gleam of gaiety in Britain's bomb-blasted black-out. The book is cleverly illustrated by Eve Sheldon-Williams.

An amateur musician leads a good-night sing-song, helping the shelterers to forget bombs, rumours, and "blackout blues."

Let "Blitz" Failures Show the Way to Social Betterment

In meeting their "blitz" problems, local authorities have an opportunity of using their early mistakes as stepping-stones to great Social advance, says BARBARA BETTS—but to succeed they must show leadership, initiative and imagination.

IN the last three months, many people who never studied "Civics" have learnt to think about local government. Faced with new dangers and problems, thousands have, for the first time, trooped into their town hall, tested its organisation and cross-examined its officers. It is a sobering thought that any of these visitors should have come to the council offices in distress and gone away in contempt. But it *has* happened.

Anyone who has joined the queue in some London borough council department and heard the comments, must have trembled to think of the anti-democratic bias given to many people's minds by the experiences of the "blitz."

Has local government failed, then? Certainly, it has had its failures. But that is not necessarily the same thing. The important question is: what caused the failures? were they avoidable, or endemic in the institution?

Throat spraying in a Tube station—a useful precaution, but only one of many essential measures in the winter's war against disease.

Perhaps the most exasperating thing about the "blitz" for local authorities in London is that they have been visited by the public with the sins of other councils or of the central Government. Amid the tangle of responsibilities that is London government, it is not surprising that the public cannot find its way. Unable to sort things out, to apportion blame where it is due, demand changes where they can be made, or praise the right body, the public's only relief tends to lie in a general condemnation. We are paying here for the patchwork development of London government and for the grudging or openly hostile attitude of previous Parliaments to the claims of the London County Council, an attitude which has not yet given way to generous recognition of the need for the greater centralisation of power and control in its hands.

Until, then, we simplify the structure of local government, and make clear to the public where power and responsibility lie, we shall have a blind and dangerous reaction to any examples of incompetence. The many merits will be overshadowed by the failings of the few.

Divided Responsibility

The division of responsibility for rest centres and billeting in London is a case in point. In many rest centres, in the early days, people were herded for eight days under conditions intended to cover only forty-eight hours. The billeting arrangements of some borough councils broke down completely. In one centre I visited, there was a room set apart for inquiries. In this room there were three tables. The one reserved for the L.C.C. evacuation officer was manned daily; so was the table marked "Assistance"; but the billeting chair was never occupied. To the public, it was all a puzzle. One of the most urgent demands was for billets—yet all the rest centre officers could do was to advise them to find their own. This breakdown on the part of the borough council overshadowed everything else in the minds of the unfortunate homeless—for it is no consolation to know that you can be evacuated effectively when all you want is a place to live in London.

Again, those tired citizens who had been unwise enough to be bombed out, often failed to understand why they were sent to tramp first to the town hall for a billeting allowance, then to the relieving office for maintenance money. To them, it seemed just a refinement of cruelty on the part of some local government officer in a cushy job.

Inadequate Powers

This illustrates also the second lesson of the "blitz": the failure of the Government to apportion responsibility and power properly between the different authorities, or to make those powers large enough. Many of the jobs attempted by the metropolitan borough councils should never have been handled by them at all. The repair of roads and the clearance of debris was, for some incomprehensible reason, placed on the shoulders of the borough councils by a number of circulars issued before bombing began. Not unnaturally, when heavy raids started, their limited resources proved inadequate. Delay occurred while men of the borough works department struggled to keep pace with a dual job. When Sir Warren Fisher was appointed Commissioner for road repair, he turned to the L.C.C. and appointed two of its key officers to act as his agents. At a result, a nasty impression has been left on the public mind that local government broke down on the job; that the Government had to bring in a "strong man" to supersede it.

The truth is, of course, that some county boroughs have shown how efficiently a municipal authority with adequate resources and powers can deal with such a matter. Lord Woolton, Minister of Food, has recently been visiting Liverpool. "I have been very impressed," he announced, "with the way in which Liverpool has tackled the problem of clearing debris. It has been a magnificent piece of work."

Where the problem has been clear-cut, powers definite, and resources adequate, municipal authorities have, for the most part, done well. A good deal of sorting out has been done by the Government under the pressure of the raids; the mad muddle of early circulars has been partly clarified. As a result, there have been improvements. But it is not yet enough. There has, indeed, been some slipping back. Where new problems have arisen, calling for new Government pronouncements, even at this late stage the situation has sometimes been allowed to get confused.

The maintenance of health, for example, is going to be the outstanding problem in bombed areas this winter. It was no more visualised before the "blitz" began, than were all-night raids. It has had to be dealt with from scratch; the field was clear. Yet in its most pressing form in London—health in the Tubes—the problem is being tackled too slowly, because of administrative confusion.

When the people first took possession of the Tubes, there was nothing prepared to receive them. Thousands of men, women, and children slept underground for weeks without sanitation or any other health facilities. Then Mr. Herbert Morrison was appointed, promised action. He has clearly grasped the problem, knows what is needed to solve it—sanitation, first-aid equipment, bunks, tickets, canteens. Something has already been done. But, after more than two months of Tube squatting, conditions are not yet properly organised.

The public health departments of the borough councils have been made the agents for action. But, unfortunately, their powers have not been clearly defined. The old mistake has been repeated.

An early circular on sanitation told borough councils that the responsibility for installing chemical closets in the Tubes rested with the London Passenger Transport Board. Some wrote to the Board pointing this out, only to be told that they were mistaken.

While some closets have been installed, therefore, the provision of an adequate number is held up by the fact that the borough councils have been told it is the responsibility of the L.P.T.B., while the L.P.T.B. says it is the responsibility of the borough councils.

Whose Job is it?

On the answer to this argument depends the whole question of how Tube life is to be regulated. At the moment of writing, no power rests with the local authorities to limit numbers or to allocate space. Until this power is exercised by someone, even the power of sanitation cannot be adequately settled.

It will be settled only when something like one closet is provided for each twenty-five persons, instead of the two or three per sex that are at present to be found in many stations. But if the numbers are to be multiplied, where are they to go? Some Tube squatters will have to surrender their places. The number of shelterers will have to be cut down.

It is, perhaps, not surprising that the Minister postpones tackling this thorny point until suitable alternative shelter is ready. As basements are equipped with bunks, there may be less pressure on the Tubes. But, in the meantime, what is to prevent a clear statement of what powers borough councils really have in the Tubes?

The proper siting of first-aid points also

depends on this. Borough councils have provided the equipment; they cannot insist on where it should go. Points have been squeezed, therefore, on to the far edge of a platform, in apparent peril of being swallowed up by the tunnel. There is no space to screen off for privacy; no room to lay a stretcher for an urgent maternity case.

Canteens, too, are an urgent necessity. Families live underground, now, for twelve hours and more every night. A hot drink, if nothing more, would be a boon to them, especially to the men who go straight to work from the platform floor. The babies need hot milk, the children cocoa. Even if the family has a thermos, it is not enough for all this.

Whether the borough councils or the shelter committees are to run these canteens, the first need is a site on the station and, here again, the councils have no power to insist on space being allocated. The shelter committees are clamouring to be allowed to run their own canteens if nothing more can be done for them; they ask only for a small corner somewhere. It is clear, however, that the best solution lies in an officially organised canteen, with hot food brought from outside and as little as possible handling within the Tubes themselves. There are no washing facilities underground, and it is a primary health axiom that, for those preparing food, there should be wash bowls as well as lavatories. There is a risk of typhoid if the shelterers are to prepare food themselves under present conditions.

These Tube shelterers are happy in the knowledge that they are safe from bombs. But they are not safe from invisible bacteria.

The Vermin Peril

Similar problems arise to a certain extent in public shelters outside the Tubes. Although it is true that a local authority's powers are much wider and more definite in these shelters, they are still not wide enough. Infestation, for example, is a problem we face this winter. Apart from the discomfort caused to cleanly people by having to share a shelter with dirty ones, there is danger in vermin. They can transmit diseases. What is to be done, therefore, about a person who is found to be bringing vermin into a shelter? Is he to be allowed to continue doing so unchecked?

One medical officer of health suggests that this matter should be dealt with through the doctor who is to attend at every large shelter under the Minister's new proposals. He holds that the doctor should be given power to order verminous persons to visit a cleansing station within a given period—say the next twenty-four hours—and to exclude them from the shelter until they do so. A doctor given these powers could impose the same conditions in the smaller shelters if he were able to visit them regularly.

What of the Sick?

The wider question of sheltering sick persons has not yet been adequately thought out. The Minister now announces that sick bays are to be established in the larger shelters, in addition to a small first-aid post. This, of course, does not cover everybody. There are plenty of basements, church crypts, and surface shelters that hold fewer than five hundred people, yet infectious diseases can spread merrily in them. Moreover, there are many medical and other authorities who favour the compulsory evacuation of all sick persons to hospitals in the country. They want to know whether the idea of sick bays is put forward as a permanent alternative. Until local authorities are clear about the Government's intentions on this point, no effective action is likely to be taken.

When all due allowance is made, however, for the difficulties under which the local authorities are working—for the obscurities in central policy and direction—we have a right to expect them to rise occasionally above those difficulties. If local authorities and their officers are not to give leadership to the central Government in the light of their own experiences, a good deal of their *raison d'être* goes. Any good bureaucrat can carry out a routine. Local authorities are justifying themselves only when they create. They can do this, not only by moulding official policy to local needs, but even, on occasion, by going ahead of it, or openly defying it.

Initiative Pays

There have been some renowned examples recently of this being done. The history of shelters is full of them. Many Ramsgate citizens are alive to-day because of the council's dogged refusal to accept a Home Office "No." It was not only that Ramsgate council initiated the town's tunnel scheme in contradiction of official policy on shelters. It canvassed it at the Home Office for month after month, took it back, modified it, brought it back again, worried and re-worried the authorities, until it won its point. To-day, that tunnel scheme is famous throughout the country.

Newcastle, again, showed inventiveness when, months ago, it took the Home Office scheme for linking wardens' posts with A.R.P. control and said that it would not do for Newcastle. It coolly inverted the organisation and then applied retrospectively for approval. The authorities gave it.

In London, Westminster and Finsbury have won a name for themselves as experimenters—Westminster, perhaps, because it has money plus imagination, and Finsbury because it has imagination plus. Finsbury's fight for deep shelters is now classic. It nearly won it, too. Had the war been postponed just another ten days, the world could have tested that experiment.

But, failing deep shelters, Finsbury Council has turned its mind to the perfection of the policy immediately practicable. It has given a notable lead on surface shelter policy, a story too long to tell here. It has, moreover, given much thought to health conditions in shelters and that thought has, typically, led to action.

Now the council announces that it is proceeding with the construction of special health shelters set apart for the use of contagious and infectious cases. The shelter to be used is the "Finsbury" type of surface shelter with inner compartments which lend themselves well to use as separate bays. This is held to be superior to the provision of sick bays in existing shelters, more effectively isolating both air-borne and oral infections, as well as diseases carried by direct contagion.

Further to this, the importance of prevention has been taken up by the council with the authorities. Two points have been stressed: that overcrowding and poor closet sanitation enable infections to flourish. Two solutions are urged: the use of forced ventilation as a more practical alternative to the reduction of numbers in the shelters, and the installation of water closets in preference to chemical ones.

It is interesting to note, by the way, that water closets have been proved to be actually cheaper. In Finsbury, the cost of emptying chemical closets in 245 public shelters daily amounts to no less than £80 per week. Similar costs are being incurred in other boroughs.

When the toll on health of present shelter overcrowding is taken into account, an economic case can be made out for forced ventilation, also, and in Finsbury it will be only a matter of time before both these important changes will be made in shelter conditions.

Imagination Needed

A temporary palliative with a certain value is the spraying of the air. Westminster has been experimenting with a new "mist" which is held to be exceptionally efficacious. Apart from anything else, the use of a pervading disinfectant adds enormously to the comfort of the shelterers and the pleasantness of the atmosphere.

Slowly and surely, therefore, the Ministry and the local authorities are moving towards the improvement of conditions. The value of local initiative has been proved over and over again. While sluggish authorities give local government a bad name, others are proving that, at its best, it is a system which can do more for the people than any other.

Many points are now being dealt with, many details are being perfected. But have we yet been imaginative enough, on a broad enough scale? Clearly, the effect of heavy and continuous raids on London and other big cities is breaking down old administrative routine

(Continued at foot of next page)

OFFICE HOURS IN RAIDED AREAS

By Norman H. Rogers

ONE of the many administrative problems in the areas subjected to continuous night raiding is that of office hours. How are we to maintain the fullest and most efficient service to the ratepayers and at the same time ensure that staff get adequate rest and are not compelled to be in the streets, travelling to or from work, during the nightly raids and barrage? This question is an admirable topic for a local joint Whitley committee, or, failing that, for direct consultation between NALGO branches and representatives of their councils.

In an area subject mainly to night attack, and where ratepayers, councillors, and staff all live within reasonable distance of the town hall, the problem of earlier night alerts can be simply solved by "stepping back" normal working hours from 9-5 to 8.30-4.30 or 8-4. Such an arrangement would give the staff an opportunity of reaching home before the nightly raid began and if, as is probable, local shops and business firms adopted the same scheme, citizens would be given the same facilities as before. A good "spotter" system during the day would result in an almost negligible reduction in service output. Nevertheless, in view of the need for fullest public contact, it may be found useful to keep the public offices open on Saturday afternoons to cope with the many extra calls by the public on such matters as billeting, evacuation, and A.R.P. and war damage problems. Saturday afternoon opening would also facilitate the work of council committees which might meet on Saturdays instead of week-day evenings.

One local authority has already adopted the 8.30-4.30 schedule with full Saturday opening. Normal hours of work are maintained by allowing each member of the staff one full day off duty each fortnight. An alternative would be to give each member of the staff one half-day during the week, although this would be more difficult to organise. A day's leave a fortnight is better for the staff, more than compensating for the short Saturday afternoon and, when it falls on Saturday or Monday, giving them a precious "long week-end."

This scheme, however, would be of little value in the big cities, where officers must often travel long distances between home and work. With 8.0-4.0 or 8.30-4.30 working they would have to leave home before the night raid ended, might possibly have difficulty in getting to work owing to transport delays, and would not reach home before the next night's raid began. Here a more radical solution is needed.

One method is the "three-day week." Under this scheme, half the staff remains at the office for three continuous periods of 24 hours, working from 8 a.m. to 10.30 (with appropriate breaks for lunch and tea) and sleeping in the office shelter. In these three days they work, apart from the tea "break," the full 43½ hours of the normal week, and they have the next four days free in which to "recover." The other half of the staff takes over during the next three days. Travel problems are overcome, full daytime office hours are preserved, and, if the shelter (either in or near the office) is well built and fitted with sleeping and feeding accommodation, a night's sound rest is assured. The main disadvantages are the long absence from home (largely made up, however, by the four days spent there each week), the difficulty of finding sufficient shelter for working and sleeping, and the big re-organisation of duties involved.

An alternative is the four-hour-ten-hour shift system. Under this, half the staff works from 10 a.m. to 2 p.m., and the other half from 2 p.m. to 10 a.m. (with a break of ten hours between 10 p.m. and 8 a.m. during which they may either go home, if they live near, or sleep on the premises). The hours, of course, would alternate, and each officer would thus work 42 hours a week. Actually he would work longer than this, since when on the 10-2 turn he would not take the usual lunch hour. This scheme, again, maintains full service, enables staff to secure the maximum amount of rest and recreation, but involves three nights away from home each week.

A third scheme, adopted in some branches of the civil service, provides for one long day, from 9 a.m. to 8 p.m. with no lunch hour (snacks at the desk taking its place), followed by a short day from 8.0 a.m. to 4.0 p.m., followed by a holiday. The night of the first day out of each three is spent in the office shelter.

A fourth scheme, adopted by some of the larger firms in London, maintains normal hours of 9-5 and provides transport to fetch staff to and from their homes each day.

The "three-day" week and the two-shift systems are also suited to areas subject to day attack, since they reduce by half the number of staff in the office at any time, thus limiting casualty risks and increasing the space available in shelters.

BOMBED HOMES REBUILT FOR £60!

By a London A.R.P. Controller

IN many areas where heavy bombs have exploded, large numbers of houses are so badly damaged that the cost of repair would exceed the value of the property. In consequence, they are scheduled for demolition and thus become a complete rating loss.

Home Security Circular 120 authorises the adaptation of such houses into public shelters, but there is no official authorisation to convert them into dwelling houses. As an experiment, our chief assistant engineer made two damaged houses fit for habitation by demolishing the upper storey and using the materials to strengthen the roof and the lower storey. The cost of conversion was little more than the cost of demolition—about £60 for the ordinary two-storey terrace house.

The method of reconstruction is as follows: First, the ceilings of the ground floor rooms are reinforced with 9 in. by 3 in. timbers let into the party walls. Then the roof is removed and a dampcourse of roofing felt or similar material laid over the upstairs floorboards, and covered with 1 in. of sand. The upper walls are demolished down to window-sill level, and rubble obtained from the demolition is spread over the whole area to a thickness of 9 in. to 12 in., finishing off with whole bricks laid flat as if for a paving. No further covering, such as asphalt or concrete, has been found necessary, secret gutters affording adequate drainage. The outer walls are finished off as a parapet, with a slate dampcourse topped by a course of bricks on edge. The ground floor rooms are then repaired—windows with muslin which, when sized and varnished, makes the most satisfactory "bombed area" substitute for glass; walls and ceilings with plasterboard and battens. If only portions of the plaster have fallen, it is not necessary to strip the whole of the wall or ceiling, as battens will suffice, with an odd square or two of plasterboard.

This scheme has many advantages:

Few people spend much time upstairs nowadays in any case;

Valuable living accommodation is salvaged;

Although on a reduced assessment, the house remains in rating;

The roof is proof against incendiary bombs;

The house as a whole is practically blast and splinter proof;

The residents will probably remain in the house overnight and sleep in their beds, instead of risking illness and discomfort in a shelter, either public or domestic, and will be almost as safe; and

The cost is small.

Although we have not informed the public about these houses, we have already had sixteen applications to let the two already converted in this way. We have been told by the powers-that-be to go ahead and convert other houses in a similar way.

LET FAILURES LEAD TO SOCIAL ADVANCE

(Continued from page 264.)

and barriers between services. This brings opportunities which have not yet been properly appreciated.

Have the possible developments of first-aid points in shelters, for example, been foreseen? The purpose of these points is ostensibly to deal with minor accidents occurring in the shelters themselves, or with an occasional urgent maternity case. But can the first-aid service, in humanity, stop there? When I was visiting a first-aid point in a crowded Tube shelter recently, a man came up with a bad boil to be dressed. The stretcher bearers in charge cheerfully dressed it for him, only too glad to be of use. But, in logic, should they have done so? It was an ailment not necessarily arising out of shelter life at all.

It has been pointed out in medical circles that these first-aid points are tending to develop into "the new out-patients' departments." Is there anything wrong with that? A working man or woman, leaving a shelter at dawn and returning at dusk, has little time these days to go queueing to hospitals or visiting doctors. Unless the medical care is brought to the shelterers, instead of vice versa, they and their children will go without it—and suffer in consequence.

It is time that our services were adapted to the new conditions of life. Is there any conclusive reason why these points should not be expanded to meet everyone's general medical needs, why they should not dispense tonics and tablets, dressings and gargles, and full free advice to whoever needs them, irrespective of panel systems and income limits?

Similarly with food. The Government has announced its intention of extending communal feeding facilities in order to secure economy in the use of food, hot meals for those without utility services, and some domestic comfort for the "blitz bachelors" of the evacuated areas. To be of any use, these meals must be cheap. They will sometimes have to be subsidised. Similar facilities are to be made available to shelterers—presumably without means test. It is to be expected (or, some would say, feared) that some people will obtain cheaper food than they can, strictly speaking, afford to buy. Does it matter? Is not this a great opportunity for proving to the better-off ratepayer that social services are not just a sop thrown to the poor?

If officialdom is organising the provision of meals, it can much more easily supervise diet. We are to put vitamin B into white bread. Why should we not put vitamins A, B, C, and D into everybody? Protective foods are going to be dear to buy in the coming months. They could be included in communal meals at a price everyone could afford to pay.

We have got to learn to live communally this winter. We shall sleep together, eat together, be entertained together. Let us get other benefits from communal life. By using the social services to the full in a new way we can make of local government a real haven for all types of citizen. And then the grumbles of the old, bad days of the early "blitz" will give way to praise: the old mistakes to great social advance

Team Work will Solve Raid Health Problems

Watertight municipal departments cannot deal successfully with civil defence problems . . . They call above all for good team-work, says ALMA FOX, S.R.N., secretary to the public health section of the Royal College of Nursing.

MUCH of the disorganisation, improvisation, and confusion in dealing with the problems created by bombing has, in my view, been the result of excessive departmentalism in local government. Throughout the years, local government has developed more and more departments, often too self-contained, dealing with education, public health, public assistance, rates collection, water, survey—all the amenities necessary to maintain the life of a civilized community. In this development, the ideal aim of local government—co-ordination and complete co-operation between its various activities—has been forgotten. Time and energy have been wasted through officials having no knowledge of, or interest in, the working of other departments. Too often, the work of one department has been viewed as the most essential, and that of others as less important. Today, when the problems created by bombing call, above all, for good team-work, these watertight compartments should be relegated to the past. Future good will come of present evil if the war results in a better co-ordinated local government Service.

"Muddling Through"

Two of the most important problems to-day are the provision of shelter and the care of the homeless. In preparing for both of these, local authorities have shown varying degrees of foresight; in consequence, when bombs fell, the needs of the people were either met or arrangements were "muddled through."

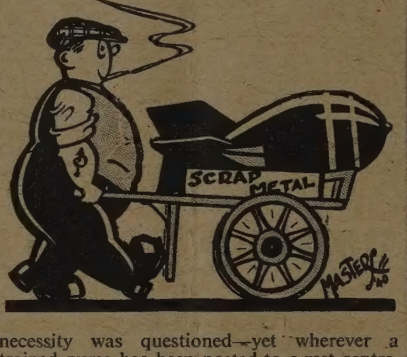
In providing shelters, for example, the authorities have thought primarily of protection against bombs and their effects, and only secondarily or not at all of the fact that people would have to live in them for many hours at a time. The church halls, crypts, tube stations, basements, which are being used to-day, were never intended to house the enormous crowds who seek shelter in them. Many of those people queue up for many hours before the shelters are opened; if it is raining, their clothes and bedding are saturated, and they have to lie on damp bedding all night—with the resultant risk of acute rheumatic conditions, pneumonia, and so on. Children as well as old people are often sent early in the day to reserve a place in the queue, waiting for many hours in all kinds of weather. While this practice has, to some extent, been overcome by the ticket system, the children are still used to watch the possessions of their parents or other users. Large numbers of old people and children spend the greater part of the 24 hours in shelters in these unsatisfactory conditions.

Overcrowding Evil

The shelters are usually overcrowded. Often there is no official to determine when capacity has been reached or exceeded. Sanitary accommodation is generally inadequate, and the need for cleansing has often been tardily and not always efficiently met. While much has been done by some local authorities, much more is possible. It could be quickly achieved, given the combined effort of all the departments concerned.

Again, many people rendered homeless, permanently or temporarily, have had to go to rest centres. Here, the problems have been similar to those in shelters, but other factors have been added. The bombing often takes place at night, and the people are "shocked" from their experiences. Anxiety for relatives or friends increases this "shocked" condition. Police and air raid wardens are responsible for conducting the homeless to rest centres, but sometimes they do not know where the nearest centres are, or whether they are already full.

The provision of qualified staff in the rest centres, capable of supervising the health of the people using them, of treating shock and minor ailments, and of dealing with any emergency requiring the skill of a trained nurse was, apparently, not thought necessary. When the employment of nurses was urged, its



necessity was questioned—yet wherever a trained nurse has been posted to a rest centre, conditions have rapidly improved.

The centres, often schools or church halls, may have many of the drawbacks of shelters. Lack of sanitary and cleansing accommodation is, perhaps, the most common.

In many areas, feeding has been one of the most successful ventures undertaken at the centres. In buildings which have been used for domestic teaching, or as school meal-cooking centres, this has not been difficult, and many of these buildings have provided meals for centres without cooking facilities. Sometimes catering firms have been used, but this is an expensive means of providing meals. It is essential that suitable and adequate meals be provided; waste can be checked by the use of food which is readily available and likely to be popular. Full use should also be made of scraps for "pig" schemes.

Washing Facilities Needed

One of the greatest difficulties has been the lack of hot or cold water for washing in many centres. This could be overcome by the use of public baths and washhouses in the vicinity, or of bathroom accommodation in institutes and other buildings. Centres might also have portable washing equipment issued to them. There must be many facilities available but not fully employed. These, if used to the fullest extent, would add materially to the comfort of the homeless.

Other difficulties arise from the misuse of the centres by the people themselves. While people evacuated by reason of "time" bombs must remain at the centres until their homes are again safe, those whose homes are either demolished or beyond repair should remain only until billets have been found for them. This should take only a matter of days or at the most a week, but, in practice, many remain three weeks or more. They either do not like their billets and return to the rest centre, or, for some other reason, are difficult to accommodate.

As I suggested at the beginning of this article, the many departments engaged in dealing with the different aspects of this work would produce more useful results by co-ordinating their efforts. At present, it is possible for public assistance, education, and other officers to be engaged in the work without a real knowledge of each other's normal activities. The experience now obtained clearly demonstrates the need for a complete co-ordination of all local government services.

A department which appears to have been mainly, if not completely, overlooked is that of public health. Shelters and emergency rest centres must be viewed as urgent public health problems. Many improvements have been made, but more are needed. The overcrowding of shelters means the possibility, and even probability, of disease in epidemic form. Indeed, casualties from disease are likely to be far greater than from bombs. We can help to avoid them by several means, including:

Compulsory use of individual shelters where available;

A fixed number to be admitted to each shelter, according to the space available.

Regulations to prevent the mass arrival of people from other areas; and

The taking over by local authorities of suitable buildings for shelters where necessary, and the ordering of reinforcements if required.

Make the Shelters Habitable

It should be possible to prevent the use of shelters by those merely wanting company or entertainment. The inspection and cleansing of sanitary accommodation should be a routine procedure carried out by the specialised department normally engaged on that work.

Ventilation, adequate lighting, and heating may be more difficult problems, but should not be beyond the powers of the local authority's technical staff.

Medical and nursing supervision, the usual responsibility of the public health department and assistance committee, should continue, the difference being that the people requiring care are in shelters and rest centres instead of their own homes.

The structure of all the services necessary to obtain smooth working in either home or communal life is ready for use. It must be made possible to adapt this structure to the changing needs of today and tomorrow. Difficulties must be referred to those trained for this work, when committees are set up to consider any particular side of national or local needs.

In conclusion, I would suggest that the users of shelters and emergency rest centres should be given some simple talks on communal behaviour, and on their responsibilities in these schemes. Now is the opportunity "to teach them how to fulfil themselves."

SALUTE TO COVENTRY

Local government officers everywhere will wish to share in the message of pride and sympathy sent by the National Executive Council to their colleagues at Coventry, who suffered so grievous an ordeal on the night of November 14-15.

Other towns and cities throughout Britain have since experienced similar horror and tragedy from intensive air attack. Yet more may do so. If, as we are confident they will, they display the calm and courage, the self-sacrifice and power of decision, shown by the people, the civil defence workers, and the municipal officers of Coventry, they will emerge from the ordeal strengthened and more determined. To-day, in Coventry, in London, Liverpool, Birmingham, Bristol, and elsewhere, democratic local government is undergoing the supreme test. It will survive it triumphant—as Coventry has proved.

Much Cowslip meets again

By "JACKASS"

THOUGH many august bodies, from NALGO's National Council down to Parliament, have not hesitated to use the worn-out plea of emergency conditions as an excuse to avoid the difficulties—not to mention the risks—of popular election, Much Cowslip clings stubbornly to the maxim that they who pay the piper have the right to call the tune. Not for us the new hypocrisy of mouthing compliments to democracy while sacrificing its cardinal and essential principles on the altar of convenience. In Much Cowslip we are not only willing to die for the democratic ideal, we are even prepared to risk living by democratic practices. Therefore, almost alone among the influential bodies of the nation, our branch had just completed the old-fashioned, effete, and yet somehow astonishingly efficient routine of nominations, votes, and elections which annually culminate in the customary General Meeting. As secretary of the branch, I would not feel I had discharged the duties of my office honourably unless each member had his yearly opportunity to compliment or criticise. By putting the Clerk in the chair I can usually ensure that the compliments are fulsome and the criticisms futile, so everyone is satisfied, which is surely the sole aim and object of all good government.

Realising how important it is to impress the Council by crowding at least the front row of the Council Chamber (kindly loaned by the Clerk on behalf of the Council to himself as President of the branch), the Clerk always takes the elementary precaution of instructing the staff to work overtime that night, but excepting those desirous of attending the meeting. Our meetings are thus the envy of those unfortunate councillors who are chairmen of committees with quorums.

As usual, the Clerk opened the proceedings with a brief address in which he affirmed that the members had never been more vigorously served by their Executive Committee, nor had the relations between the Committee and the employing Council ever been so harmonious. In explanation of this apparent impossibility, he added that relations were invariably amicable where there was a readiness to give and take by employed and employers respectively. As members would see from the Annual Report, which this year was displayed on the blackboard to conserve paper, there had been no major issue during the year. Small problems which had arisen had been settled to his entire satisfaction as Clerk to the Council, as well as President of the branch. That in itself was assurance that the solutions reached were just to all concerned. He did not anticipate that members, having heard his expressed satisfaction, would have any observations to make, and he therefore moved that the Report be approved.

Mechanically, I seconded, and the Clerk had got as far as "To the contra——" when Pinchwater, a mild, bespectacled temporary officer, rose to address the meeting. With the temerity of innocence, he described the Clerk as "our worthy friend and colleague," and complimented him on "quite a nice little speech." He was disturbed, however, by the meagreness of the report and its lack of guidance on many pressing problems. While he welcomed the full information given regarding the branch comforts fund, the changes in membership, and the ladies' knitting circle, might he, as a new member seeking enlightenment, inquire what steps were being taken to reduce the amount of overtime work which was being required of the staff?

Brusquely, the Clerk replied that it was peculiarly true of questions that many were asked but few were answered, and inquired whether the meeting was ready to vote. However, Blatherpatch followed with a motion referring back "such portion of the report as would have dealt with cost-of-living bonus had it been mentioned, as it should have been." The Clerk at once ruled him out of order on the ground that one could not refer back the non-existent. Blatherpatch thereupon moved the rejection of the whole report on account of that omission, but was again silenced by the Clerk for moving a negative motion, and told to content himself with voting against the report. Undismayed, Blatherpatch moved an amendment to insert at a convenient point in the report the following paragraph: "Your officers report that, while workmen employed by the Council have received two or three cost-of-living awards, staff employed by the same Council have received one niggardly bonus and must apparently wait until they approach destitution before any further increase can be considered."

With a patient smile, the Clerk again refused to permit him to speak, holding that, as the report was signed by the officers, no one could be competent to include observations or opinions in it which were not the opinions of the signatories.

Thoroughly baffled at last, Blatherpatch indignantly inquired what on earth was the use of debating the report at all. The Clerk retorted that he himself wondered the same thing, but not even he could prevent a certain type of member from prolonging the proceedings. Blatherpatch sat down.

Our troubles were not yet over. Postlebury rose to inquire how long he was expected to continue working from 8.30 a.m. to 6 p.m. and manning the A.R.P. Control Centre from 6 p.m. to 8.30 a.m.? He had not been home for twelve months, and in her last letter his wife threatened to divorce him for desertion. He was anxious to make his full contribution to the war effort, but he thought he ought to slip home for an hour or two now and then.

The Clerk was sympathetic, but pointed out that the length of time Mr. Postlebury might have to continue his admittedly onerous duties was beyond the control of the Executive Committee. They were neither prophets nor the sons of prophets, and could only advise him to possess his soul in patience until the war was over. Personally, he thought that 1945 might see Mr. Postlebury restored to the bosom of his family. If a suitable letter from the secretary to Mrs. Postlebury explaining the position would be of assistance, that would be sent. Postlebury thanked him in a dubious tone, and subsided.

Yet a fourth member braved the Clerk's repressive glare. Maxwhiffle got up with the air of one brooking no denial and, after astutely announcing that he was supporting the adoption of the report, regretted that it contained no reference to the very urgent problem of whether the staff were to continue working during the period of an "alert." He hoped the officers would have in mind the necessity for making the office thoroughly bomb-proof, securing a guarantee of full compensation for injury, and providing only the very best "Jim Crows." Given such safeguards, especially the first, he thought the staff, with their usual courage and devotion, would be prepared to remain at their desks while it was safe to do so.

His speech was, unfortunately, interrupted by the sounding of an "alert," and Maxwhiffle fell down the cellar steps in leading the retreat to shelter. Some said he took a flying leap from the top step, but I personally thought he was thrust down by the pressure of those following. Fortunately, the "all-clear" sounded almost immediately, so we were able to resume our meeting after seeing Maxwhiffle away in the ambulance.

The Clerk was obviously disposed to close the meeting as quickly as possible, so he replied briefly to "our now absent friend" that he proposed shortly to ask those members of the staff with keen eyesight to volunteer for training as "Jim Crows." Hurriedly putting on their spectacles, the members applauded vigorously.

Satisfied that he now had the meeting well in hand, the Clerk reminded them that, since the "all-clear" had sounded, there was a distinct possibility, judging from past experience, that bombs might shortly be falling, and members were doubtless anxious to make their way home. He therefore moved that the remainder of the items on the agenda be approved without debate, and the officers empowered to reach such decisions as might seem to them desirable on any matters which might afterwards arise, with power to act and freedom of conscience. Not quite sure what it was all about, his audience agreed and departed satisfied.

Only the minuting secretary could have said exactly what, if anything, had been resolved. The important fact was that, once again, the voice of the people had spoken, and the staunch democrats of Much Cowslip had laid their annual tribute before the altar of their faith, maintaining in their humble sphere those ancient privileges which—who knows?—may some day find their place again even in this strange new democracy of ours!

THE NAZI WAY

Stockholm, Tuesday.—All members of rural authorities in Norway have been removed from their positions because they have been too long in converting the population to the Nazi methods. The same thing threatens other local government bodies.

A well-known physician, named Evan, who was appointed chief of the Board of Health at the end of October, has been dismissed because he was not sufficiently Quisling-minded.

—*South Wales Echo, November* 13

NALGO'S NEW EMERGENCY EXECUTIVE

Maximum Use of Order 1305

Plan to Relieve Bombed Staffs

No Conference or N.E.C. Elections

A new emergency executive of 27 members to control NALGO's affairs during the war; vigorous action to secure the fullest possible use of the power given to the Association by the National Arbitration Order; a scheme for providing rest periods for officers in the much-bombed areas; no annual conference or delegate meeting and no N.E.C. election next year—these were among the decisions of the National Executive Council, when it met at Nottingham, on November 16.

The meeting was the first of the full council to be held since May 10, and a great deal of business was before it, including statements on the financial position of the Association and reports of six meetings of the emergency committee and thirty-two meetings of various committees and sub-committees of the council and the NALGO ancillaries.

Mr. A. A. GARRARD, chairman of the council, who presided, referred to the death of MR. H. S. NEWTON, who for many years had occupied with distinction and dignity the chair of the Benevolent and Orphan Fund committee. He had devoted himself ungrudgingly to the work of that committee, and many officers had cause to remember his work with gratitude.

At Mr. Garrard's suggestion, the council stood for a moment in silence as a tribute to the memory of Mr. Newton and in token of their sympathy with his family.

Mr. Garrard also referred to the terrible experiences of Coventry in the air raid two days previously. At his suggestion, the council unanimously agreed to send a message of sympathy to Mr. F. H. HORROD, its vice-chairman and director of education at Coventry, with the request that he convey it to all his colleagues in the town.

On behalf of the council and of the other chief officers in NALGO, Mr. J. L. HOLLAND congratulated Mr. Garrard on his recent appointment as director of education for East Ham. Mr. Garrard replied that it had been specially gratifying to him to find that his appointment had been received with acceptance by his authority and by the teachers and inspectors. He hoped to be able to show that a non-teacher could be a success in the education service.

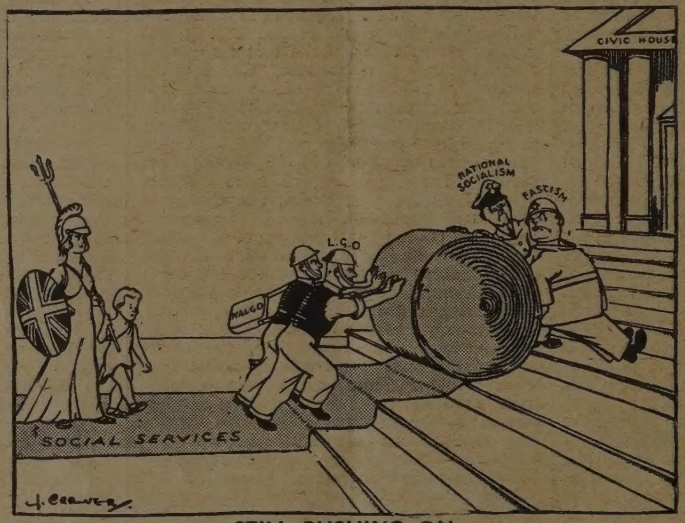
Cost-of-Living Bonus

The general secretary read a resolution sent by the Wakefield and District branch, expressing the view that the Whitley council award on cost-of-living bonus was altogether inadequate and urging action to obtain an award more commensurate with the present cost-of-living figure.

Mr. H. ALLEN, chairman of the staff side of the national Whitley council and of NALGO's service conditions and organisation committee, described the resolution as a reflection on the NALGO members of the staff side. They had made, and were making, every effort to improve the award, and he moved that the resolution be referred to the NALGO members of the national council.

Mr. J. H. CLARK, Wakefield, explained that, while he had not supported the resolution, his branch had felt that it would strengthen the N.E.C. in its policy.

Mr. W. O. DODD, Brighton, urged that the time had come for the N.E.C. to give further directions to the NALGO members of the staff side. Members of his own branch felt that the scale was too low, and that its extension to chief officers in the higher salary range had prevented its wider adoption. Had the Whitley council fixed a maximum salary above which bonus would not be payable, it would have been more readily accepted by local authorities. It was agreed to refer the resolution to the new emergency executive which, at a later stage, the council decided to set up to carry on its work.



STILL PUSHING ON

Affiliation to the T.U.C.

The general secretary read resolutions passed by the South Wales and Monmouthshire district committee and the Leicester branch. The former approved the principle of affiliation to the Trades Union Congress, and asked for a special meeting of the N.E.C. not later than January 31, 1941, to consider a report on the subject, to submit recommendations to all branches and district committees, and to follow these with a national ballot not later than March 31, 1941. The Leicester resolution, adopted by 534 votes to 52, and submitted for consideration at the next annual conference or delegate meeting, called for immediate affiliation to the T.U.C.

Mr. L. H. TAYLOR, Salford, pointed out that this question was one upon which the association required the best leadership of which the council was capable, and, therefore, moved its reference to the emergency executive. This the council agreed to do.

Financial Position Satisfactory

Mr. W. H. LEGH-SMITH, honorary treasurer, submitted statements showing the financial position of the association. Up to September 30, payments totalled £53,280, compared with £67,117 in the same period last year, and receipts totalled £40,888 compared with £46,790. This was highly satisfactory, in view of the fact that the bulk of the money due to the association was still to come in. Subscription income, at £26,605, compared with £26,879 at the same period last year, was particularly gratifying.

Benevolent and Orphan Fund receipts up to September 30 totalled £12,319, compared with £14,709 a year ago. Expenditure up to date was £18,924, against £22,708. Grants this year were down by £3,210, owing to a variety of causes—including the fact that some beneficiaries were benefiting from the operation of the Old Age and Widows Pensions Act, and the reductions made, with the approval of branches, in certain grants.

Mr. T. FREEMAN, Manchester, drew attention to the great difficulties and inconveniences suffered by members of the council who had to travel to its meetings by train, and suggested that first-class fare should be allowed them for the duration of the war. Mr. L. H. TAYLOR, supporting, pointed out that the cost of the concession would not be more than between £50 and £75 a year. He felt that, in view of the prevailing conditions, they were entitled to ask for this slight extra convenience, and expressed confidence that members generally would readily approve if the facts were put to them. The council adopted the proposal.

Progress of Whitleyism

Mr. L. H. TAYLOR criticised a decision of the emergency committee of July 5. The Barry branch had referred to the difficulty of persuading local authorities to adopt the recommendations of the national Whitley council and urged action to educate them in Whitleyism, through the press and in other ways. The emergency committee had informed Barry branch that it was "satisfied with the steps now being taken with regard to Whitleyism." Mr. Taylor declared that he was not satisfied, but did not press his criticism to a resolution.

Ancillaries Flourishing

Statements on the position of the ancillaries were made by Mr. J. T. BAKER (Building Society), Mr. S. LORD (Logomia), Mr. T. NOLAN (Provident Society) and Mr. A. B. DAY (Special Activities). Mr. Baker's statement is printed separately on page 272. Mr. Lord declared that, despite war conditions, the position of Logomia was very satisfactory, and premium income was above last year's figures on every item save one—mortgage guarantee. Mr. Nolan emphasised the relatively slight effect of the war on the Provident Society, membership of which had increased despite withdrawals by members in the Forces. The epidemic of sickness in the Spring had imposed heavy burdens, and in the first nine months of the year one member in four had drawn sickness benefit.

Mr. GARRARD emphasised the enormous amount of work this had imposed on the staff at Croyde, who had frequently worked up to midnight and throughout the weekends to cope with the calls for assistance.

Mr. Day revealed that the Government had

now given up Cayton Bay holiday centre, apparently because the troops which had been stationed there could not stand the rigours of the climate. But the Admiralty had been making inquiries about it, and he hoped the Navy would prove tougher. There was hope of a profit on the NALGO private hotel at Cefn-y-Mynach this year.

Whitley Council for Nurses

Mr. C. A. W. ROBERTS, Liverpool, referred to the proposed Whitley Council for Nurses. Emphasising the magnificent work nurses were carrying out today, he expressed the hope that there would be an early meeting of the new machinery set up under the ægis of the national Whitley council to examine their conditions of service and make representations on their behalf to the appropriate authorities.

Miss I. STANSFIELD, Manchester, announced that the first bursary for mothercraft teaching in schools had been awarded to Miss Gladys Smith, a member of the Wandsworth branch.

Evacuation Scheme

The general secretary reported on the progress of NALGO's scheme (first described in LOCAL GOVERNMENT SERVICE in August) to find alternative positions for local government officers who might be displaced in the event of compulsory evacuation of coast towns threatened by invasion. When the scheme was launched in co-operation with the Ministries of Health and Labour, he said, invasion appeared imminent, and there was much alarm among staffs in the areas threatened, who might have been dismissed at a moment's notice. NALGO had asked all local authorities to give them first consideration for any vacancies. The response had been excellent—up to date 716 authorities had notified 1,621 vacancies. But the invasion had not come, evacuation had not taken place, the coast towns wanted to retain their staffs, and, in consequence, NALGO had been placed in the embarrassing position of having few candidates for the vacancies notified. Nevertheless, new jobs had been found for 24 officers declared redundant. Although this position was no fault of NALGO, he was afraid that some authorities and chief officers were taking the view that it had failed. He therefore proposed to send a further letter explaining the position and informing them that the organisation set up would be kept in being so long as there was need for it.

Talks with Health Minister

The general secretary further reported that, at the request of the Minister of Health, NALGO representatives had held one conference with Ministry officials to examine in detail the problems raised in the memorandum submitted by NALGO to the Minister on August 22. Further conferences had been held up by the difficulty of arranging meetings with Ministry officials since the attack on London began, but pressure was being maintained and they had hope of making further progress soon.

National Arbitration Order

A long debate followed on NALGO's attitude to the National Arbitration Order. It was finally agreed that the Association should press on with its campaign to secure acceptance of the provisions of the order in their application to local authorites and their staffs.

Emergency Executive Set Up

The future of the emergency committee of Metropolitan members of the council, which has governed the association between meetings of the N.E.C. since the war began, was considered on a report from the emergency committee. This offered two suggestions—one, that the emergency committee should continue to operate, the other that an emergency executive should be appointed, consisting of the president, vice-presidents, chairman and vice-chairman of the council, chairmen and vice-chairmen of the standing committees (including the ancillaries) and the honorary officers, with power to delegate to chairmen of committees, who should be given authority to deal direct with matters of minor importance.

Mr. DODD at this point raised a resolution of the Kent County Officers branch, supported by the South Eastern district committee, urging that normal meetings of the N.E.C. and its committees be resumed as soon as, and as far as, was practicable. The district committee, he emphasised, while recognising with gratitude the work of the emergency committee, felt that the problems confronting NALGO today were so great and so serious that the views of members throughout the country should be heard on them.

Mr. GARRARD held that meetings of the standing committees on the day before a

CHRISTMAS, 1940

council meeting would be impossible; however willing they might be, members of the council could not give up two or three full days at a time.

Mr. ROBERTS welcomed the desire of the districts that NALGO should function normally. It was heartening to find such interest in the democratic control of the association. But those who voted for the suggested emergency executive and the temporary suspension of the standing committees were not opposing their wishes. The suggested executive was catholic in its composition—it included 27 members of a council of 59—and wide in its representation—as was necessary in this critical stage of NALGO's history, when the N.E.C. should be showing leadership more than ever before. He asked the South Eastern district and the Eastern district—which had tabled a similar resolution—not to ask for the impossible.

Mr. H. J. ALTOUN, Hastings, on behalf of the South-Eastern district, thought that it would be satisfied if it had an assurance that the full council would meet when necessary.

Mr. HOLLAND pointed out that every district committee had the same access to the emergency committee as it had to the N.E.C.

The council thereupon approved the proposal to entrust its work to the suggested emergency executive, with the proviso, proposed by Mr. Dodd, that the executive should call meetings of the full council when it thought necessary and not less frequently than once in each six months.

Relief of Overburdened Staffs

Mr. H. ALLEN raised the question of relieving overworked staffs in bombed areas by others from areas so far free of enemy activity. He illustrated his point with a letter from a junior officer in charge of a feeding centre in a town which had not yet been raided. This officer was keen to experience and profit from conditions in such a centre during enemy attack, and had suggested that he and others in a similar position should be drafted to London or Liverpool over the Christmas holiday period for that purpose.

The general secretary reported that, on the instructions of the emergency committee, he had seen representatives of the London Regional Commissioners and the Town Clerks' Society, on the problem of securing rest periods in the country for over-tired civil defence workers. It had been agreed to invite all town clerks, in the joint names of NALGO and the Town Clerks' Society, to co-operate in a scheme, and to enlist the aid of NALGO branches. Branches in the safe areas were to be invited to prepare lists of people willing to give hospitality to local government officers and civil defence workers, and town clerks in the bombed areas would be asked to supply names of those seeking hospitality and to arrange rest periods for them. At the same time, town clerks would be informed that authorities in the bombed areas would be glad if experienced officers could be seconded to them.

For those who could afford to pay for accommodation, there might be some available at NALGO House, Matlock (where a medical certificate was needed), Cefn y Mynach, and Cayton Bay. The council approved these plans.

Age of Reservation

Asked about the possibility of a further raising of the age of reservation of local government officers, the general secretary expressed the opinion that, while the Government would give no guarantee, it had no intension of raising the age in the near future.

Mr. RILEY drew attention to inquiries made in the London area suggesting that the calling up of certain "key" officers under 30 might be postponed, and urged that, if NALGO made any representations to the Government against raising the reserved age, it should restrict its appeal to specific jobs. There were men between 30 and 35 in the local government Service who could be spared, and NALGO did not want to give the impression that it wanted to free any of its members from military service. MR. ALLEN supported, urging that they did not want to go to the Government and demand that local government officers must not be interfered with any more.

The general secretary pointed out that the Government had hitherto opposed any picking and choosing of men who should be called up. Any suggestion that local authorities should have the right to do that would introduce all the evils of the tribunals in the last war and would be refused.

Mr. GARRARD disagreed that more men could be spared—they certainly could not be spared in London, where already the local government machine was in danger of breakdown.

Mr. TAYLOR suggested that any further raising of the reserved age would impose an intolerable burden on the men left behind. The solution lay in cutting down or dropping non-essential services, many of which were still being maintained at their full peace-time level. Could not NALGO discuss the cutting out of "dead wood" with the Society of Town Clerks?

Mr. G. A. STONE, Worcester, asked if it would not be possible to have a rigid line up to 30 and selectivity after that. It was absurd that there should be men over 30 who could be spared but who were kept out of the Army by the fact of their reservation. To this, the general secretary replied that they must conform to government policy. Local authorities which had any non-essential officers should lend them to the authorities needing men.

NALGO Conference and Elections

Another long debate arose over the desirability of holding a conference or delegate meeting and elections for the N.E.C. next year.

Mr. GARRARD opened the discussion by pointing out that the position in the country to-day was worse than it was a year ago, and all the arguments used then against a conference and elections had been strengthened.

Mr. ALLEN favoured an election. He thought that the question of affiliation to the T.U.C. would make a conference or delegate meeting essential, and members should have a voice in who was to represent them.

Mr. TAYLOR, on the other hand, held that the T.U.C. issue provided an excellent argument against holding a conference. It would not be fair to decide so important an issue, or to hold an election, when one-third of the association's members were absent, serving with the Forces.

The council decided against holding a full conference, and Mr. ALLEN, seconded by Mr. H. RUSSELL, Stockport, thereupon moved that a delegate meeting be held.

Mr. HOLLAND pointed out that a delegate meeting would have no legal validity and any decision it reached would therefore be meaningless; in those circumstances, would the expense be justified? To this, Mr. ALLEN replied that members wanted a platform and the opportunity to express their views, whether or not their decisions had legal force.

Mr. FREEMAN, on the other hand, urged that the N.E.C. had in the district committees an adequate machine for ascertaining the views of members. Why deceive them with a conference that had no legal standing? The council supported this view and decided not to hold a delegate meeting.

Still undaunted, Mr. ALLEN moved that an election for the N.E.C. be held, Mr. STONE seconding. Mr. YOUNG opposed, on the ground that it would be folly to swap horses in the present difficult circumstances. They might get candidates with no knowledge of the work of the council in the past. The council supported this view, and decided that no election should be held.

It was agreed to refer to the emergency executive the question of filling the vacancy on the N.E.C. created by the resignation of Mr. A. J. GOULD, South Wales and Monmouthshire district, on his appointment to a position under the Assistance Board.

Mr. ALLEN paid a warm tribute to the services Mr. Gould had rendered to the N.E.C., and especially to the salaries and Whiteleyism sub-committee. The council heard with regret that Mr. Gould had recently been knocked down by a motor car and seriously injured, and agreed to send him a message of sympathy, and thanks for his past services to it and the association.

Grants to Universities

It was agreed to make the same grants as last year to those universities which were still giving courses in public administration—namely £75 to the University College of the South West, Exeter, £50 each to Manchester, Liverpool, Durham and Oxford (Barnett House), and £30 to the School of Social Study, Glasgow.

Those attending the meeting included:

Messrs. H. Allen, H. J. Altoun, J. T. Baker, W. R. Beevers, J. Brown, A. G. Bolton, A. Clark, J. H. Clark, R. W. Coppock, Miss E. Dawson, Messrs. A. B. Day, W. O. Dodd, T. Freeman, V. Grainger, D. L. Griffiths, J. L. Holland, H. A. Jury, W. H. Legh-Smith, G. Llewelyn, S. Lord, T. Nolan, A. Denton Ogden, E. L. Riley, C. A. W. Roberts, H. Russell, F. Sharpe, Miss I. Stansfield, Messrs. G. A. Stone, H. Taylor, L. H. Taylor, J. W. Vince, J. H. Warren, R. Williams, E. A. S. Young.

Apologies for non-attendance were received from:

Messrs. R. Adams, A. G. M. Archibald, E. F. Bacon, W. A. N. Baker, F. D. Barton, J. Chaston, F. E. Cox, J. F. Davidson, E. R. Davies, G. S. Fraser, A. J. Gould, F. H. Harrod, P. H. Harrold, R. E. Heron, W. E. Hudson, E. H. Mason, C. J. Newman, D. J. Parry, A. Pinches, E. Robins, R. T. Shears, E. J. Stead, J. H. Tyrrell, L. Worden.

PLAN FOR REFORM

Urgent Changes needed

IF I were asked what is wrong with local government or municipal administration, to-day, I could give three answers: (*a*) everything (*b*) nothing (*c*) some changes urgently required. Asking myself the question, I give the last answer.

It appears to me that the reconstruction ought to be on these lines:

1. Every parish to have a parish council or parish meeting.
2. This council or meeting to appoint one or more of its members to be a member of a larger authority—e.g. district council.
3. This district council to consist of a number of parishes in accordance with the total population and rateable value.
4. The district council to appoint a member or members on the county authority.
5. A new authority to be created to co-ordinate the work of the county councils, especially for A.R.P. or civil defence.

London presents special difficulties and must be dealt with as a whole.

Big cities, such as Cardiff, should remain county boroughs or boroughs, but old or small boroughs should be enlarged to widen their usefulness, while retaining their ancient privileges.

Officers' salaries should be on a national, not a local, scale. Chief officers should be able to obtain transfers to other authorities, and officers—certain of them, at least—should have security of tenure, with dismissal only with the consent of the Ministry of Health.

To ensure that the best men represent the inhabitants, some form of payment should be investigated, since many excellent prospective members of local authorities cannot afford to stand owing to loss of income, and voting at all elections should be compulsory.

178, Merthyr Road, LUX.
Gabalfa, Cardiff.

READERS' FORUM

Letters for the January number must reach the Editor at 192, Edgwarebury Lane, Edgware, Middlesex, not later than December 16.

BONUS ANOMALIES

Percentage Basis Opposed

I RECEIVED my November copy of LOCAL GOVERNMENT SERVICE a day or two ago, and was struck by some curious anomalies.

On page 249 I read of a claim for a revision of the cost-of-living-bonus award to 10 per cent on salaries up to £300, in lieu of the existing arrangement of 6 per cent on the first £300 and 3 per cent on the next £200.

On page 254, under "Scottish Notes," I find that, after great difficulty, the Scottish Whitley Council has awarded a bonus of 6 per cent on the first £300 and 3 per cent on the balance up to £350 only, in no case to exceed £350.

As this is a national business, and we are supposed to be more united than ever just now, how is it that the National Council acts for the various branches in England and yet the Scottish Whitley Council is permitted to act independently? Are we not all members of NALGO, irrespective of the area in which we work? In my opinion, the only fair way of operating bonuses is on a "per capita" basis and not on a percentage one.

Can anyone deny that a single man earning £300 is in a better position financially than a married man with a family, even if the latter receives from £350 to £450 per annum?

Again, the married man with one child who receives a salary of £200 has the same increased cost-of-living (since the main needs of life are now rationed) as the married man with one child who receives £300. Yet the first will receive a bonus of £12 and the latter one of £18—why? On a "per capita" basis each would receive the same amount—£15-£20 or whatever was considered fair.

Similarly, a single man earning £200 would receive the same bonus as the single man with £300 to £500—these, of course, getting less than the married man.

The percentage basis also reacts unfairly on members employed in those parts of the country where the scales of remuneration are lower than in and around our cities, but who nevertheless have the same increased costs to pay on the *same* rations of necessities. Only if the National Executive fights for bonuses based on such a principle for members throughout Great Britain will it be entitled to consider that it is doing its best for members, whatever the scales of salary operating in the different districts may be. B. B. C.
Glasgow.

COUNTY ADMINISTRATION

An Article Resented

THE leading article "The Great Test and its Lessons," in your October number, presumably from the editorial pen, with its attack on county administration, discloses in no uncertain manner an official attitude of NALGO which has been suggested on several occasions during the past two years in the pages of LOCAL GOVERNMENT SERVICE. Do the persons responsible for this propaganda realise that the membership of NALGO comprises many county officers, and that to suggest that county administrations or the county area system is responsible for all the woes of local government is an outrageous thing to do? I have no intention of discussing the question as to whether the continued existence of county administrations is a good thing or a bad thing *per se*—this is a matter which may well be left to such an authority as the Royal Commission on Local Government—what I do demand is that the pages of LOCAL GOVERNMENT SERVICE be used no longer to boost the county borough system, and discriminate unfairly between one class of local government officers and another.

31, Brook Lane, J. M. ARDERN.
Chester. Cheshire County Officers Branch.

We have failed to find any suggestion in our editorial columns that the county area problem, still less "county administrations," are "responsible for all the woes, etc." We have recognised, with most officers, that there is a county area problem and that war-time tasks have rendered it more acute. Neither our recognition of the problem nor our discussion of it, has cast any reflection on "county administrations"—i.e. county councils or their officers. In discussing problems which obviously call for co-ordination of services, it would surely have been doing less than justice to the county boroughs not to have called attention to the equally obvious characteristics which render that type of government adapted to such a purpose.

A NALGO FIGHTER

Reconsideration Urged

THE National Executive Council has decided not to raise funds for the purchase of aircraft as, in view of the number of local authorities organizing local funds for this purpose, it is preferable for members to contribute to these local appeals.

In this way, of course, contributions would merely be added to the funds of the local scheme without any particular significance, beyond a possible initial acknowledgement in the local paper.

With a NALGO Fund, however, an excellent opportunity would be afforded for NALGO to be kept in the public eye. Headquarters could see to it that reports were published in the daily press at regular intervals showing the amount collected and

(Continued at foot of next page)

How we got £35,000 for Spitfires

By Gerald Nethercot, City Development Officer, Leicester

SOME weeks ago, the Lord Mayor of Leicester started a Spitfire Fund, and I was invited to take over the chairmanship of the publicity committee. The result so far is a total of £35,000 and odd sums are still dribbling in. Apart from the hard work put in by the very representative committee, the chief reason for the outstanding success of the fund was undoubtedly the publicity methods used, which forced it in front of people's noses every day of the week.

I persuaded the publicity committee to spend as lavishly as they were allowed to do—on the good old commercial principle that if you don't put down you won't pick up. An extensive campaign of advertising was undertaken in the local press; thousands of posters were distributed; special badges were sold at 6d. a time; loud speaker vans were used; and window displays were arranged all over the city. The committee granted me discretionary powers in carrying out this work, and it became rather a matter of doing things and having them confirmed afterwards. For instance, people were surprised one morning—some of the City Fathers, in particular, were shocked—to find Leicester's renowned (or notorious, according to your architectural taste) Clock Tower decorated with hoardings. An office was taken and profusely decorated with photographs and models obtained from the Ministry of Aircraft Production.

One of the most successful efforts—which alone brought in £1,000 in a few nights—was the display of a crashed Messerschmitt in the Victoria Park. It was found that, the cruder the methods employed, the more successful they were. Collection boxes were dispensed with and buckets and bins were carried round. The people loved to hear the noise of the coins clanging on the bottom, and were attracted by the heaps of money visible to the eye.

A flag day was organised and, because of the publicity and appeals made through the press for helpers, more than 700 sellers were on the streets. The result was over £1,100—Leicester's best war time flag day effort.

I deliberately contravened the noise regulations by having a loud speaker apparatus installed in the fund's office and playing records and broadcasting announcements at regular intervals all day long. It was amazing how a catch announcement would bring crowds of people rushing into the office on busy shopping days.

A good deal of publicity was obtained, and some tangible results also, from cables sent to Leicester's namesake towns in America, and to the Leicestershire Society in Canada.

The accumulative effect of all these efforts was to secure more than a thousand single-column inches of free publicity for the fund—not a bad effort in these days of limitation of newspaper space.

This is not the whole story by a long way, of course. For example, efforts organised through various industries produced a lot of money. It is, however, true to say that, had it not been for the publicity, the fund would not have reached half its present figure.

READERS' FORUM

(Continued from page 270)

the exploits of the aircraft purchased, which would have assumed the association's name. Branches could be invited to devise novel ways of raising money, and this also would make "copy." If space allowed, the amount per head for each branch could be printed in the journal, which would tend to keep branches "up to scratch."

For local consumption, branches could publish from time to time in the local paper the amount collected and any other information of interest in connection with it.

It is to be hoped that the N.E.C. will reconsider its decision. C. H. PHIPPS.
Hon. Secretary, Banstead Branch.

ENDING DEPARTMENTALISM
How System Would Work

I AGREE wholeheartedly with the comments relating to the contents of LOCAL GOVERNMENT SERVICE made by "L. J. B." of Croydon. The journal has become a live and intelligently provocative organ. So much so, in fact, that I am provoked (quite mildly, of course) to correct a misconception of my article on Departmentalism exhibited by "L. B. C."

In stating that "the process is advocated on the assumption that, if six clerks occupied one hour each on similar routine work, one clerk would do the work of all of them in much less than six hours," he has missed the point. The fact, as mentioned in the article, was that six *senior* officers (i.e. men of experience and authority) were in charge of six sections which performed exactly similar functions, and the argument I used, quite logically, was that the six sections could well be amalgamated into one single section under the competent direction of two *senior* officers, thus releasing four for other duties calling for experience and authority, for instance, the organisation of new sections to meet war needs, etc.

Saving labour does not alone mean dispensing with labour; saving can be equally well effected by the prudent use of labour. That is the point made in that particular part of the article. Departmentalism breeds little watertight sections, each jealous of its separate entity.

The question of consultants relates only to the transition period. As time passes, the need for their advice diminishes.

"L. B. C." defends departmentalism from a negative viewpoint. It would be interesting to hear a positive defence. It is also interesting to note that "AJAX," in his article "Planning for the Times" includes departmentalism as one of the major vices of local government.
Croydon. N. H. R.

EVACUATION
The Silent Critics

I HAVE been awaiting with some patience a letter from one of the critics of the Executive Council, who was so emphatic in his view that it had made a mistake in removing the Association's staff from Abingdon Street.
FIMTOR.

TREATMENT OF THE BOMBED
Public Criticism

"FLEET STREET JOURNALIST" has done a fine piece of reporting. He should be further commissioned to write a sequel on the relations between the public and local government officers after two months of aerial bombardment.

Among air-raid victims and their friends, I have seen bitter resentment at the official shelter policy, treatment of the homeless, payment of compensation, etc. This bitterness, born of frustration, may attach to minor officials as the only persons within reach, whereas it should be directed to the formulators of these policies not the operators. Unfortunately, the sins of Whitehall are too often visited upon the minor council officer.

"Fleet Street Journalist" could also investigate the policy and support of the Peoples Convention on Jan. 12 at Manchester for a Peoples Government. Any such movement which affects positions, prospects, and pensions cannot be ignored by NALGO members.
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BUILDING SOCIETY'S POSITION

THE satisfactory position of the Nalgo Building Society, maintained by cautious administration, despite the tremendous difficulties brought by the war, was emphasised by the chairman, Mr. J. T. Baker, in a report he made to the National Executive Council on November 16.

The committee of management, Mr. Baker explained, had decided to cease making advances to members for the time being for three reasons:

The increasing risk of damage to property by enemy action;

The restriction on overdraft imposed by the bank; and

Increased demands for withdrawal of investments.

The rise in the rate of income-tax to 7s. 6d. in the £ had compelled a reduction of the rate of interest to investors from £4 to £3 12s. 6d. per cent on shares and from £3 10s. to £3 2s. 6d. on deposits—in each case free of tax. This reduction, which took effect from July 1, 1940, would have covered the increase in taxation and provided a surplus of about £12,000 at the end of 1940. Early in September, however, the committee learned that, in addition to the further increase in tax to 8s. 6d. in the £, taking effect in respect of the whole of the financial year 1940, the special arrangements under which building societies paid a composite rate of tax had been altered. This would increase the society's tax liability by a further £14,000. In these circumstances, the committee was reluctantly compelled to reduce the rate on shares to £3 per cent and on deposits to £2 10s. per cent, from October 1. These reductions would leave the society with an estimated deficiency of £3,000 for 1940, which would be met out of reserves.

There would, however, be a substantial surplus for the year 1941, provided there was no further alteration in taxation. The committee regretted the necessity of reducing the yield on members' investments. At the same time it knew, Mr. Baker pointed out, that the Government desired building societies' rates of interest to be reduced in order to remove competition with war borrowings, and it was only a matter of time before such reduction might be made compulsory. The tendency of all building societies was to adopt a policy of caution. Further evidence of this was the recent decision of a big society to reduce its rate on shares to £2 15s. per cent.

All building societies had experienced increasing demands for withdrawal of investments, to such an extent that a Government regulation was necessary early in July, under which an investor was not entitled to withdraw shares or deposits without giving six months' notice. At that time, the demands on the Nalgo Building Society amounted to £120,000, and it was decided to introduce the following scale:

Amount Needed	*Period of Notice*
Up to £50	One month
Between £50 and £100 ..	Three months
Over £100	Six months

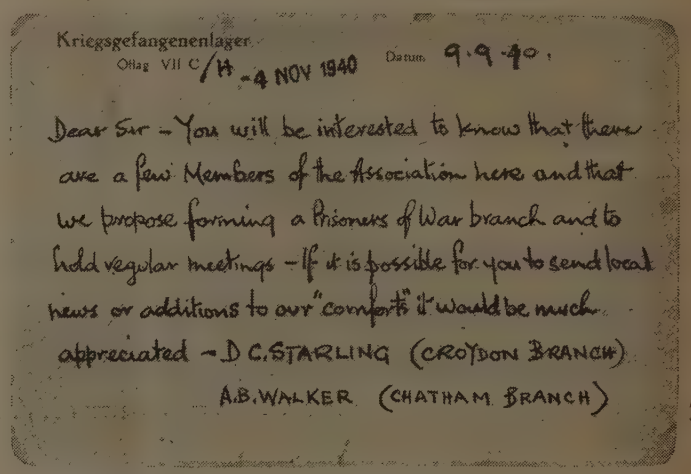
While this unusual demand for withdrawals had been prompted partly by nervousness, many members had been inspired by patriotic motives, wishing to reinvest their savings in war funds. Letters had been sent to all these members pointing out that the society already had £500,000 invested in Government securities, which it would be compelled to sell if the withdrawals were continued. The Government wanted new savings, without disturbance of existing investments. It was also explained to members that most of the Society's funds had been used to enable the members to buy houses by granting mortgages over periods of repayment up to 25 years, and that it would be impossible to call in those mortgages to satisfy the demands of investors for the immediate return of their savings.

On having the position explained to them, many investors had withdrawn their demands for repayment, and withdrawals had now fallen to the normal pre-war level.

War damage to the properties mortgaged to the society was now receiving the serious consideration of the committee. Of the 7,000 mortgaged properties, 300 had been damaged by enemy action. Of this number, 22 had been demolished and 40 rendered uninhabitable. In all the circumstances, it was considered satisfactory that only about 4 per cent had been damaged. The society sympathised with members who had experienced this misfortune, and was arranging for qualified surveyors to inspect and assess the damage and submit claims for compensation.

Although it was clearly impossible for it to relieve members of their obligations, even where the houses had been destroyed, the committee was helping as much as possible by enabling members who had been forced to take other accommodation to pay interest only for the time being. Where that was impossible, the payments were being temporarily suspended, the interest being debited to the mortgage account. Every member, however, was strongly urged to pay at least the interest, to prevent the debt on the property accumulating too much and proving an undue burden after the war, or when it was possible to live in the house again.

A NALGO BRANCH IN GERMANY!



Kriegsgefangenenlager
Oflag VII C/H -4 NOV 1940 Datum 9.9.40

Dear Sir – You will be interested to know that there are a few Members of the Association here and that we propose forming a Prisoners of War branch and to hold regular meetings – If it is possible for you to send local news or additions to our "comforts" it would be much appreciated – D C. STARLING (CROYDON BRANCH)

A.B. WALKER (CHATHAM BRANCH)

This postcard, received at Headquarters recently, describes the formation of the first NALGO branch in Germany—by a group of members who are prisoners of war. We hope next month to give details of what members may send them.

S. WALES URGES T.U.C. AFFILIATION

A RECOMMENDATION from the executive in favour of NALGO's affiliation to the T.U.C. attracted more than 120 representatives to the quarterly meeting of the South Wales district committee at Cardiff on October 26.

It was clear from the many speeches made in the course of a spirited debate lasting fifty minutes that affiliation was acceptable. But the machinery by which such an important issue was to be decided caused some difficulty.

Ultimately, by a big majority, it was agreed to approve the principle of affiliation and to call for a special meeting of the N.E.C. not later than January 31, 1941, to consider the question with a view to holding a national ballot before March 31.

Congratulations were extended to the Glamorgan branch upon the successful result of its efforts to obtain the making-up of war service pay. It is hoped that this lead will be followed by the major local authorities in the county.

It was reported that, on the submission of the regional officer, the Ministry of Labour had accepted under the National Arbitration order a dispute between the officers of Neath R.D.C. and that authority, over the council's refusal to accept the appropriate scale of salaries approved by the South Wales Provincial Council, of which the Neath R.D.C. is a member. Since then, the Provincial Council, to which the dispute was referred, unanimously decided that the scale should be accepted from December 1. It now rests with the Ministry of Labour to decide whether that decision is binding on Neath R.D.C.

Neath borough council has approved acceptance of the same scale as that involved in the Neath R.D.C. dispute. It is to operate, from August 1 last, after the staff grading has been completed by the heads of departments.

The recent decision of Bedwellty U.D.C. to enlist the assistance of NALGO in conducting entrance to service examinations for junior staff was welcomed. It is understood that only candidates who pass the examination will in future be eligible for appointment.

MR. H. S. NEWTON

MANY members of NALGO will have read with regret of the death, on October 18, of Mr. H. S. Newton, chief education officer at Sheffield.

Mr. Newton, who was 58, was for many years chairman of the management committee of the NALGO Benevolent and Orphan Fund, and chairman of the Yorkshire regional B. & O. committee.

He was a foundation member of the Sheffield Guild, a member of the executive since its inception, and for the past 20 years its honorary treasurer. In 1937, he was elected president of the Guild. He played a leading part in the establishment of the Sheffield Municipal Officers Sports' Club.

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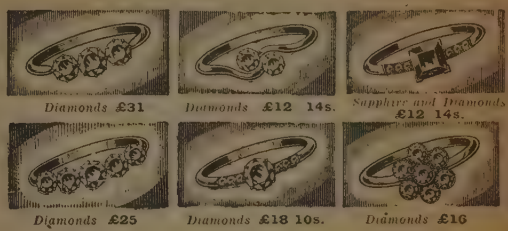

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I am receiving compensation under the Personal Injuries (Civilians) Scheme in respect of an injury sustained when a bomb scored a direct hit on my office. The council claims that it is entitled to deduct the compensation from my salary. Is this correct ?

Yes. The scheme was made under the provisions of the Personal Injuries (Emergency Provisions) Act, 1939, section 4 of which provides that where an employee is in receipt of an injury allowance an employer shall be under no obligation to pay to him any more than the difference between his full salary and the injury allowance received. The effect of the section is, therefore, that, despite any regulations as to payment of salary in case of sickness, the employer need not pay any more than the balance of salary after deducting the amount of the injury allowance. At the same time, the employer is not obliged to make the deduction. He can continue to pay full salary if he wishes.

Making up of Civil Pay

The local authority by which I was employed before being called up for war service is making up the difference between my salary and my war service pay. It is now deducting the sixpence a day by which service pay has recently been increased. I feel that this sixpence a day was given to meet specified increases in the cost of living, and would like to know the Association's attitude.

Section 1(2) of the Local Government Staffs (War Service) Act, 1939, empowers local authorities to pay to an employee engaged on war service a sum not exceeding the remuneration which he would have received if he had continued to serve in his civil capacity, after deducting therefrom the amount of his war service pay. The additional sixpence a day is part of the war service pay, and consequently the local authority cannot do otherwise than deduct it from the amount it is paying under section 1(2) of the Act. If it were not making up the full difference between war service pay and civil pay it could ignore the 6d. increase, subject to its not paying more than the difference between war service pay and civil pay.

Superannuation and War Pay

My war service pay is more than my salary was. Do I have to pay superannuation contributions ?

Yes. Officers whose war service pay is not less than the remuneration they would have received if they had continued to serve in their civil capacity must pay the same superannuation contributions as they would have paid if they were still in civil employment.

My local authority is making up part of the difference between my civil pay and war service pay. It says I have to pay superannuation contributions on my *full* salary, which means that I shall be financially worse off, because the contributions amount to more than the authority is paying me. Must I pay contributions on full salary ?

Yes. The answer given above also applies where the officer is receiving *any* payment of salary from his employing authority.

Cost of Living Bonus

Can a local authority, in granting a cost of living bonus, stipulate that the bonus shall not rank for superannuation purposes ?

No. This was decided in the case of *Dewhurst v. Salford Guardians* (1926).

Health Insurance over £250

I have been awarded a cost of living bonus which makes my total salary more than £250 p.a. Does this cause me to fall outside the scope of National Health Insurance, in view of the fact that when it is stopped I shall be earning less than £250 p.a. again ?

The National Health Insurance Act provides that, if the total remuneration exceeds £250 p.a. in respect of non-manual employment, compulsory insurance shall cease. A cost of living bonus counts as remuneration for this purpose. If you wish to remain in insurance, you should apply to your approved society to become a voluntary contributor.

SCOTTISH NOTES : Whitley Bonus Scheme 'A Warning to Councils

TO clear up a number of questions raised about the agreement on cost-of-living bonus reached by the Scottish Whitley Council on October 23, and briefly reported in the November LOCAL GOVERNMENT SERVICE, here are the official resolutions :

1. "That in place of the war increase provided for in paragraph 1 of the council's resolution of May 22, 1940, a war increase should be granted to full-time male and female members of the administrative, clerical and technical staffs whose remuneration (including emoluments) is less than £350 per annum, as follows :

Employees under 21 years of age—Five per cent of salary.

Employees 21 years of age and over—Six per cent on salary up to £300 p.a., and three per cent on any portion of salary in excess of £300 and under £350 p.a. provided that the war increase shall not operate so as to increase any salary plus emoluments beyond £350 p.a.

2. That the war increase payable under the foregoing provision shall commence to take effect as from the beginning of the first pay period ending after December 1, 1940.

3. That, except for the date of commencement, the other conditions contained in the council's resolution of May 22, 1940, regarding the present war increase of five per cent, will apply.

This agreement, which is a compromise, was reached after protracted negotiations and in consultation with the representative of the Ministry of Labour. It is regarded as temporary, and will be reviewed if, as is expected, circumstances alter.

Recalcitrant Councils

There are still a few councils in Scotland that have ignored the Whitley Council's recommendations. Not all are what may be termed "feudal" councils. Port Glasgow, for instance, is Labour and proud of it. Yet it has delayed for over a year in adopting the Whitley recommendations on salary scales, war increase, war service pay, and other matters, and both the manual workers and NALGO have had long disputes with it over these questions. At a recent meeting of the Port-Glasgow staff it was decided that, unless a settlement were reached within the next few weeks, the dispute should be referred to the Ministry of Labour under the provisions of the Conditions of Employment and National Arbitration Order. The position in Port Glasgow illustrates the dictum of Mr. Walter Elliot that "original sin is not entirely a monopoly of any one section or even of one political section of the community."

We have also one or two county councils where the feudal tradition is still strong, and these are being given a last opportunity to make a voluntary agreement with us. If this have not done so by the end of the year, then we must, with the consent of our members in the areas concerned, take action against them.

Kirkcudbright

There has been a little dispute in the Stewartry recently over a new scheme for motor car allowances. The scheme is a good one, but it was ante-dated to May 16 last, and in September when details were gone into, it was found that some officers had been over-paid for three or four months, while others had received less than the new scheme allowed. The division secretary attended four meetings and the dispute has now been settled to the satisfaction of all concerned.

Lanarkshire

On October 23 the divisional secretary interviewed the staffing committee of the county council about the method of calculating war service pay. Under the county council scheme salary increments are ignored in the calculation of the supplementary allowance to those on service, but must be taken into account for superannuation purposes.

The matter is now being reported upon, with a view to the grievance being rectified.

Rutherglen

On October 29, the divisional secretary interviewed Rutherglen town council on the question of what superannuation allowance should be made for non-contributory service. It was decided to allow 80ths.

Kirkcaldy

While on leave from the R.A.F., Mr. H. G. Rae, the assistant divisional secretary, attended a meeting of the Kirkcaldy branch on October 26. He spoke chiefly of the effect of the new Arbitration Order on service conditions. There is a movement on foot in Kirkcaldy to set up a local joint committee, and the town council has instructed the town clerk and town chamberlain to prepare a report

NALGO'S ROLL OF HONOUR

KILLED

Coombs, Pilot Off., H. M., R.A.F., city engineer's dept., Bristol. Killed in action.

Foster, Writer, R. G., R.N., Gravesend. Killed in accident at sea.

Parnall, L/A. S. T., R.A.F., electricity dept., Cardiff. Killed on active service.

Petitt, Sgt.-Pilot, C.E., R.A.F., Gravesend. Killed in flying accident.

Smith, K. E., R.E., 25, surveyor, Somerset C.C. Killed in accident.

MISSING

Capstick, Pte. V., 21, North Staffs Regt., electricity dept., Burton-on-Trent.

Clifford, Pte. C. A. S., Devon Regt., borough Treasurer's dept., Torquay. Believed lost on "Arandora Star."

Jordan, L/Cpl. W., R.A.S.C., 21, surveyor's dept., Durham R.D.C. Believed drowned in withdrawal from Dunkirk.

Lapworth, Sapper L. E., 20, gas dept., Coalville.

Nield, Sgt. E., R.A.F., finance dept., Stalybridge.

PRISONERS OF WAR

Gerrie, Gnr. J. A., R.A. public assistance dept., Aberdeen.

* **Goad, A. E.,** Northumberland Fusiliers, health dept., Woolwich.

Hulme, Pte. A., R.A.O.C., clerk, electricity dept., Bolton.

King, Cpl. G. W., R.A.M.C., electricity dept., Torquay.

Mitchell, Sigmn. R. J. W., R.A., gas & electricity dept., Aberdeen.

New, Gnr. T. H., Sussex Yeomanry, clerk's dept., Chichester R.D.C.

Ogg, Sigmn. N. D., Royal Corps of Signals, city chamberlain's dept., Aberdeen.

Powdrill, R., surveyor's dept., Eastry R.D.C.

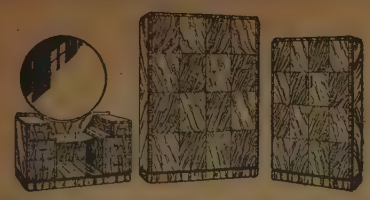
Rigg, Gnr. W., R.A., county accountant's dept., Westmorland.

Rowland, Rifleman F. H., Queen Victoria Rifles, public assistance dept., Middlesex C.C.

Sutton, L/Bdr. C., sanitary inspector's dept., Preston.

Watts, Pte. Robert, Royal West Kent Regt., collector's dept., Swanscombe.

* *Previously reported Missing.*



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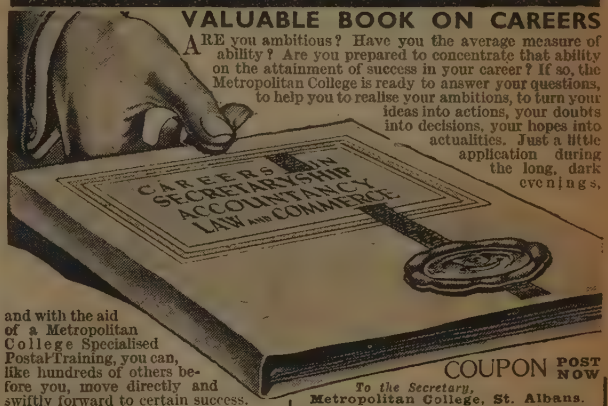

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789 COUNCILS NOW PAYING BONUS

UP to the date of going to press, 789 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 275 had adopted the National Whitley Council scale in full, 89 had adopted that scale with modifications, and 425 had adopted other scales. Detailed figures are:

Cost of Living 23.9 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are:

June	181	September	187
July	187	October	189
August	185	November	192

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore:

June	16.8	September	20.6
July	20.6	October	21.9
August	19.3	November	23.9

ENGLAND AND WALES—

	N.W.C. Scale in Full	N.W.C. Scale Modified	Other Scales	Total
C.C.	2	6	28	36
C.B.	18	10	37	65
Met. B.	—	19	6	25
B.	61	15	90	166
U.D.	111	16	131	258
R.D.	65	20	55	140
Other Auths.	18	3	31	52

SCOTLAND—

C.C.	—	—	10	10
Burghs	—	—	34	34
Other Auths.	—	—	3	3

This month's list, which is additional to those published in previous issues, is:

ENGLAND AND WALES
WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

URBAN DISTRICT
Exmouth

RURAL DISTRICTS
Abingdon Bowland Calne and Chippenham

WHITLEY SCALE MODIFIED

METROPOLITAN BOROUGHS

Bermondsey—6 per cent to all permanent officers earning up to £300 p.a.

Islington—6 per cent to all officers, provided salary and bonus do not exceed £315 p.a.

RURAL DISTRICTS

Droxford—6 per cent on first £300.

LONDON DISTRICT COUNCIL SCALE

Six per cent on all salaries or on £300, whichever is the less.

METROPOLITAN BOROUGHS
Deptford Hackney

BOROUGHS
Sutton and Cheam

OTHER SCALES

COUNTY COUNCILS

Cambridgeshire—Burnham committee award—*i.e.*, 6 per cent on salaries up to £260.

East Riding—6 per cent on salaries up to £260, with marginal adjustment to £275 12s., from July 1, 1940.

North Riding—5s. p.w. on salaries up to £200; 4s. on salaries between £200 and £300; 2s. 6d. to juniors under 18.

COUNTY BOROUGHS

Exeter—3s. p.w. to all officers under 21, 7s. p.w. for men, 5s. for women over 21 and earning up to £300; 50 per cent of above where board and lodging are provided.

BOROUGHS

Barnstaple—2s. 6d. p.w. for men, 1s. 6d. for women.

Erith—5 per cent on salaries up to £255, with marginal adjustment to £267 15s., from August 1, 1940. Men in H.M. Forces excluded.

Southgate—Civil service scale, *i.e.*, 1s. 6d. p.w. under 18; 2s. 6d. between 18 and 21; officers over 21: 3s. p.w. on salaries up to 40s.; 4s. between 40s. and 50s.; 5s. between 50s. and 95s.; nothing over 95s.

URBAN DISTRICTS

Carshalton—Civil service scale (see Southgate above).

Caterham and Warlingham—5 per cent on salaries up to £250, with marginal adjustment to £262 10s., from July 1, 1940; men in H.M. Forces and A.R.P. personnel excluded.

Chesham—£10 p.a. to full-time staff over 21 (excluding those whose salaries or wages are reimbursed in full from Government funds); £5 p.a. to office staff under 21; 2s. p.w. to those paid weekly: from October 26, 1940.

Hornsea—6 per cent on first £300 of salary, with a minimum of 2s. 6d. p.w.

Mexborough—5s. p.w. to all officers, from February 1 1940.

Welwyn Garden City—6 per cent on salaries up to £150.

RURAL DISTRICTS

Chichester—6 per cent to Married Officers earning up to £350; 5 per cent to Single Officers earning up to £200, provided salary and bonus do not exceed £350 or £200 respectively.

St. Thomas—5s. p.w. to Married, 2s. 6d. to Single Officers earning up to £225, provided salary and bonus do not exceed £225.

OTHER AUTHORITIES

Fakenham Parish Council—6 per cent to all employees.

Thames Conservancy—5s. p.w. to 3rd class clerks earning from £130 to £235; 2s. 6d. to junior clerks earning £65 to £117.

SCOTLAND
OTHER SCALES

Ayr Burgh—5s. p.w. on salaries up to £250, provided salary and bonus do not exceed £250, from October 14, 1940.

AMENDMENTS

COUNTY COUNCILS

West Riding—Previous decision (reported in May) rescinded; now giving 12½ per cent on salaries up to £200 and 10 per cent (or £25 p.a. if greater) on salaries between £200 and £300, with marginal adjustment on salaries between £300 and £330.

CHANGES OF ADDRESS

NALGO's Midland Regional office is the latest to fall victim to enemy bombs. Will members please note that, until further notice, the address of the Regional officer will be:

J. E. N. Davis, 14, Earlsbury Gardens, Birchfields, Birmingham 14 (Telephone: Springfield 1895).

Other recent changes of address include:

Southern Regional Officer: T. M. Kershaw, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Divisional Officer, Southern and South Western Districts: N. M. Woodcock, NALGO, 16, The Crescent, Taunton (Taunton 2779).

Public Relations Officer and Editor of "Local Government Service"—Alec Spoor, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

BOROUGHS

Edmonton—Previous decision (reported in October) rescinded; now giving Middlesex Whitley council scale, *i.e.*, 6 per cent on first £300, 3 per cent on next £200 on salaries up to £500, with marginal adjustment to £524. Where salary exceeds £524 p.a. payment of bonus at the discretion of the authority.

Falmouth—Previous decision (reported in August) rescinded; now giving National Whitley council scale, with minimum of 2s. p.w.

Pudsey—Previous bonus (reported in May) increased from 4s. to 6s. p.w. for men and from 2s. to 3s. for women.

URBAN DISTRICTS

Cudworth—Previous decision (reported in May) rescinded; now giving National Whitley council scale from October 1, 1940.

Feltham—Previous decision (reported in October) rescinded; now giving Middlesex Whitley council scale (see Edmonton above).

Northfleet—Previous decision (reported in June) rescinded; now giving 6 per cent on salaries up to £200.

Ruislip—Northwood—Previous decision (reported in October) rescinded; now giving Middlesex Whitley council scale (see Edmonton above).

HAVE YOU A NALGO MOTOR POLICY?
If you have—Read this——

AS a result of bomb damage, the official brokers for NALGO motor insurance, Norman Frizzell & Partners, have transferred their London offices to 85, Gracechurch Street, All communications should be sent, however, to the firm's emergency offices at Ellerslie School, Kingston-road, Staines, Middlesex. The damage will have little effect on the firm's business, since the only important records destroyed were the indexes. These will have to be rewritten, and in the meantime members communicating with the brokers are asked to take more than ordinary care in quoting the policy number and the brokers' reference number (the latter is preceded by the letter "M"):

Since the brokers' reference numbers have recently begun to clash with underwriters' numbers, the brokers are taking this opportunity of altering their reference numbers. The new numbers will apply from the renewal date of each policy, and members are asked, when given their new number, to substitute it for the old one on the face of their policies and to quote it in all future communications.

War Pay Position

AT the time of going to press, 1120 local authorities had reached decisions on the making up of war service pay. The position then was:

ENGLAND AND WALES	Full Pay	Qual. Pay	No Pay	No Deca
County Councils	24	37	—	—
County Boroughs	33	48	2	—
Met. Boroughs	26	3	—	—
Boroughs	116	112	18	6
Urban Districts	141	143	54	23
Rural Districts	106	128	20	22
Others	17	10	—	—
SCOTLAND				
County Councils	4	25	1	
Burghs	6	38	8	14
Others	1	1	—	—
Total	474	545	103	66
Percentage of total decisions	42.2	48.6	9.2	

We regret that, in October and November, Llandudno U.D.C. was incorrectly shown in the Blacklist as paying nothing to its employees in the Forces. It has agreed to consider cases of special hardship on merits.

NALGO NOW INSURES CYCLISTS

WAR-TIME transport difficulties have greatly increased the popularity of cycling, and thousands of officers now use bicycles regularly. In doing so, especially during the black-out, they face risks—of damage to, or theft of, their machines, or of incurring heavy costs should they have the ill-luck to injure any other road user.

To meet these dangers, the NALGO insurance department has evolved a special pedal cycle insurance scheme which should be of interest and value to all cyclists. Here are brief details:

RISKS COVERED

Indemnity 1.—Covering Accidental and Malicious Damage (including tyres, lamps and other accessories when cycle is also involved) and reasonable cost of removal to nearest repairer, but excluding damage due to break-down or to wear and tear.

Indemnity 2.—Covering loss or damage by **fire** or **lightning**, **burglary**, **housebreaking**, **larceny** or **theft** (including tyres, lamps and other accessories when cycle is also involved) up to the market value, not exceeding £15 (including accessories).

Damage or loss as defined under Indemnities 1 and 2 is also covered during transit (including loading and unloading) by road, rail or inland waterway.

Indemnity 3.—Covering Public Liability and Legal Representation and Defence. An indemnity to the insured against liability to pay compensation for bodily injury to any person, or for damage to property, caused by or through the use of the insured machine, or any other pedal cycle. All legal expenses incurred by, or with the consent of, the Association, paid in addition, and also solicitor's fee for representation at any coroner's inquest or fatal inquiry, or defence at any court of summary jurisdiction, arising in connection with any event coming within the scope of the indemnity.

ANNUAL PREMIUMS

Table A. Indemnities 1, 2 and 3—12s. 6d.
Table B. Indemnities 2 and 3—6s. 9d.
Table C. Indemnity 2—5s.

A progressive no-claim bonus of 10, 15 and 20 per cent is given to policy-holders who have made no claim during the preceding one, two, or three years respectively.

Further particulars and proposal forms can be obtained from NALGO, Croyde, Devon.

YOU WANT HELP

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. . and when I say thousands, I do not exaggerate, as I can produce well over 10,000 unsolicited testimonials from grateful students, who, through our Postal Training, have achieved their life's ambition.

During the last war many people learned how to write short stories, etc.: to-day a number of them are world-famed authors.

By becoming efficient in your vocation you can give the best service to your country and to yourself. The more you increase your earning power the better it is for the country and for yourself personally.

LET ME BE YOUR FATHER

War or no war, earning power always brings its possessor to the front. It is no use waiting for better times. The ideal opportunity never arrives. We have to make the best of existing conditions. Therefore, delay is useless: it is worse, it is harmful.

If it is your desire to make progress and establish yourself in a good career, write to us for free particulars on any subject which interests you, or if your career is undecided, write and tell us of your likes and dislikes, and we will give you practical advice as to the possibilities of a vocation, and how to succeed in it. You will be under no obligation whatever. It is our pleasure to help. We never take students for courses unless we feel satisfied they are suitable. Do not forget that success is not the prerogative of the brilliant. Our experience of over 30 years proves that the *will to succeed* achieves more than outstanding brilliancy.

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2s. 6d.	,,	£19	4s. 0d.	,,	£31
3s. 0d.	,,	£23	4s. 6d.	,,	£35

5s. 0d. buys £39

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CHRISTMAS — 1940

Every year it is the custom at Xmas time to send presents. This year, more than ever before, it is important that we should continue this practice, in order to remind friends that even the greatest of our enemies is unable to subjugate the greatest of our institutions—the spirit of Xmas.

Of course, when giving presents this year we should exercise care in our choice of a suitable gift: for nowadays it is advisable to send gifts that act not merely as ornaments, but are of a definite use to the recipient.

Winegartens would recommend a canteen of Cutlery, some Silverware, or a Clock for the Home, or a Cigaratte Case, Lighter, or Wristlet Watch for the friend in the Services. Or, perhaps, a gift that will act as an investment to the recipient, such as a diamond brooch or clip; a dress or signet ring; or a pearl necklace. By purchasing these goods at Winegartens, you not only obtain goods of the highest pre-war quality, but obtain quite a number of the goods which are as yet untaxed. And even so, Winegartens still allow bona fide Public Officials—Civilians and those in the Services—the 20% Cash Discount.

For every-day wear, modelled in 9 ct. Gold £4 7 6

Now is the time to dispose of your old Gold, Jewellery, Trinkets, and Silver whilst record prices prevail. Winegartens pay highest prices. Call or send your parcel by registered post and receive cash by return.

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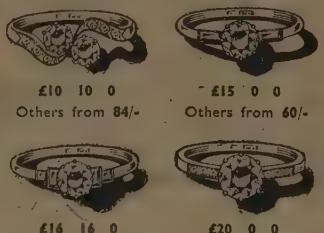

£10 10 0 Others from 84/-

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ANNUAL CONFERENCE AT TORQUAY

Scene: *Lounge at Headquarters hotel, Torquay; 6 p.m. Thursday, May 25.*

First Lady: *The hotel seems surprisingly empty. I'm afraid we're going to have a quiet Whitsun.*

Second Lady: *Oh, haven't you heard? There's a Nalgo Conference this week-end, and many of the delegates will be staying here.*

First Lady: *Indeed? But what is Nalgo? I've never heard of it.*

Second Lady: *Well, I'm told it's the Association of the town clerks and people like that.*

First Lady: *Dear me. What a pity it isn't the Buffaloes. Then we should have had a lively time!*

HOW far the good lady's fears were fulfilled, we cannot say. But had she been in Torquay Town Hall between 9 a.m. and 7.0 p.m. on Whit Saturday, and between 9.0 a.m. and midnight on Whit Monday, or at any of a score of places on moors or coast on Whit Sunday, she cannot, we feel, have long maintained her view that "town clerks and people like that" were altogether dull folk. In Conference and out of it, indeed, they displayed a capacity for hard work, hard play, gaiety, and good fellowship that astonished themselves, no less than the mayor of Torquay.

Whatever Conference 1939 may have achieved or failed to achieve, it will be remembered for three things: the weather, the acoustics, and the triumphant success of the Council's salaries policy. The first was as brilliant as the second was deplorable, while about salaries there was no serious division anywhere. Conference was united in backing the vigorous start made by the Council and in approving every effort to strengthen its hand.

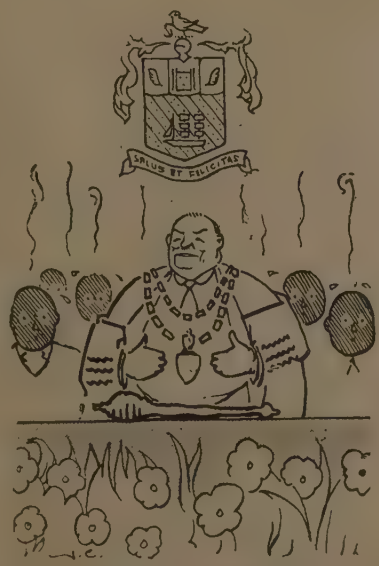
Much Sound—Little Sense

Of the acoustics it is difficult to speak with restraint. The conference hall was equipped with inefficient microphones and temperamental loud speakers which either failed to function altogether or did so with the effect of an artillery barrage. The first morning's efforts to make sense of this alternation of silence and thunder left heads aching and tempers frayed. The conflict of incomprehension was aptly summed up by the President, MR. J. L. HOLLAND, in his story of the two lunatics, told at the Conference luncheon on Saturday. One was eating an apple. "That's a nice orange you're eating," said his companion. "It's not an orange, it's a pear," replied the first. "Of course," answered the second, with an angler's gesture, "a banana smells like that."

After the trials of the morning most speakers relied on their unaided lungs. With all its drawbacks—not least of which was the unfair advantage it gave to the deeper-chested Scots, and Welsh, one of whom aroused all the Nationalist fervour of his compatriots with the declaration: "Where I come from the vocal powers are fully developed"—this system worked fairly well. But there were still difficult moments, and several times Conference was saved from disaster only by the patience and humour of delegates and the tact and wit of the President.

Salaries or Sea-Air?

That wit was shown at the outset, when the Mayor of Torquay—a town brought into unenviable prominence by a letter from 32 of its underpaid juniors in LOCAL GOVERNMENT SERVICE some weeks earlier—opened the proceedings. The Mayor, Councillor C. G. PRICE, J.P., welcoming delegates, and looking as cool, among the perspiring faces on the platform, as a cucumber in a dish of tomatoes, explained that although councillors did all the work of local government, and received all the kicks,



"Cool as a cucumber."

they realised that the good government and prosperity of their towns rested mainly on the officials—as fine a body of men as could be found anywhere. In Torquay they were proud of their officials; but the debt was not one-sided. The officers, too, were fortunate in having so splendid and beautiful a town in which to live. Its advantages had a value they should take into account when considering salaries.

The President, after thanking the Mayor and Corporation for their hospitality, replied to this in another anecdote. A Scottish sailor was extolling the virtues of the seafaring life. "But what are your wages?" he was asked. "Och, it's no for the muckle wages I go to sea," he replied. "It's for the wee bit things I pick up aboot the deck!" Apparently that was why the mayor invited officers to come to Torquay—but he hoped the policy would not be carried too far.

Lord Privy Seal's Tribute

When the laughter had subsided, the President read a letter from SIR JOHN ANDERSON, Lord Privy Seal, who had been invited to open Conference, expressing regret that pressure of other engagements made it impossible for him to do so, Sir John added:

"This country is justly proud of its system of local government, and the successful discharge of the varied, complex, and ever-increasing responsibilities placed upon local authorities depends in no small measure on the efficiency, zeal, and energy of the members of the local government Service. I know full well how greatly the task of undertaking and organising measures of civil defence has added to the burdens of local authorities, and I deeply appreciate the whole-hearted response of their staffs to the new call which has thus been made upon them. For over thirty years the Association has devoted its energies to securing the welfare and efficiency of local government officers and fostering the highest ideals of service, and the esteem and admiration in which the local government Service is justly held to-day is an eloquent testimony to the success of the Association's efforts. I wish the Association every success, in the fullest confidence that its members will not be found wanting in the face of those exceptional demands which at the present time are made of all of us to whom has been entrusted a share in the organisation of the civil defence of our country."

Then the Mayoress, MRS. DOROTHY PRICE, received the Benevolent and Orphan

£22,247 for B. & O. Fund : Council's Big Films Scheme

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" VISCOUNT WAKEFIELD " SHIELD — **North Western District Committee,** 4s. 7d. per head.

" BRIDLINGTON " CUP — **Metropolitan District Committee,** 4s. 5d. per head.

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Branches contributing £2,000 : **Blackpool, Bolton, Nottingham.**

Branches contributing £1,000 : **Hammersmith, Walthamstow, Willesden, Bootle, Cheshire C.O., Hastings, Portsmouth, Edinburgh.**

Branches contributing over £5 per member : **Coseley,** £6 14s. 9d. ; **Pontypridd,** £5 19s. 1d. ; **Lancaster,** £5 4s. 11d. ; **Cambridgeshire,** £5 1s. 11d.

GOLF—" The Association Trophy "—**L. A. Corah,** Torquay.

BOWLS—" Hugh Begg " Cup—**Kent and Dorset Counties.**

TENNIS—" Lowestoft " Cup—**A. E. Smith,** Huddersfield.

CHESS—**Dorset** branch.

MISS E. DAWSON (N.E.C.) gracefully thanked the Mayoress and presented her with a bouquet of carnations.

These preliminaries over, Conference settled down to business with the President's address—fully reported in the June number of LOCAL GOVERNMENT SERVICE. Mr. Holland's impressive survey of the year's work, his emphasis on the growing strength of the salaries drive, the public relations campaign and the education policy, and his forecast of the big problems likely to face the Service and the Association in the future, sounded a note of confidence tempered by warning which delegates were quick to appreciate.

The warning note was quickly echoed by the hon. treasurer, MR. W. H. LEGH-SMITH, in his financial statement. Although the year had been satisfactory, he said, closing with a surplus on general revenue account of £6,314, the outlook was not rosy. The steady development of services and new activities meant that expenditure was outstripping income : where last year the revenue from subscriptions had increased by £4,699 to £54,279, expenses had risen by £9,539 to £87,474. Despite every endeavour to keep expenses down, the time would soon be reached when, if good work was not to be crippled, the Council would have to reconsider the rate of subscriptions.

Although the Benevolent and Orphan Fund had done great work and relieved many distressing cases, the percentage of membership contributing to it was still far from satisfactory. Nevertheless, he was confident that in the future, as in the past, N.A.L.G.O. would always rise to the occasion.

So far there had been little overt evidence of the fog in which failure of the loud-speakers had plunged Conference. But when, after adoption of the accounts, the President called on DR. A. H. MARSHALL, Coventry, to move a vote of thanks to the treasurer, it became startlingly evident. Dr. Marshall began a long speech in which the words " public relations " and " education " could periodically be heard above the thunder. After some minutes of this, the President asked what he was talking about, and discovered that Dr. Marshall, having heard no word of the proceedings so far, was moving his branch's motion on public relations, appearing much later on the agenda, thinking that Conference had reached it.

Order having been restored, and Dr. Marshall having presumably delivered the correct speech—inaudible save to those near him—discussion began on the annual report. MR. L. WORDEN, N.E.C., chairman of the Publications and Public Relations Committee, outlined the progress made in implementing the Blackpool instruction to the Council to consider the possibility of a local government film. The report was encouraging. If the scheme planned in conjunction with Gaumont-British Instructional reached fruition—and there was every hope that it would—we should have not one but a dozen or more educational films of the highest quality, surveying the whole vast range of local government activity. The first three would probably be ready this year.

The films would be designed primarily for schools—where they would provide an effective stimulus for more education in civics—and would also be available to the commercial cinema and to adult audiences of all kinds. Already the Board of Education, the Ministry of Health, the British Film Institute, and organisations of teachers had expressed great interest in the scheme, and there was no doubt that it would, while furthering N.A.L.G.O.'s public relations and education campaigns, add notably to the Association's reputation and prestige. Conference approved unanimously.

General Grade Examination

On the section of the report dealing with the work of the Central Advisory Committee set up by the Ministry of Health to advise on the implementing of the recommendations of the " Hadow " Committee, MR. S. HEWETT-EMMETT, Lewisham, protested that the Association was waiting for the Advisory Committee to move, instead of " making the running " itself. It should, he held, have set out its views on the proposed general grade examination in a White Paper. Such an examination, nationally recognised, would be a big step towards national salary scales. The Council had failed to realise the importance of the proposal and to take the initiative in getting it made effective. A White Paper would bring N.A.L.G.O.'s views before the Advisory Committee, the local authorities, and the public—who would thereby be assured that the Association was as keen on the efficiency of its members as it was on their securing adequate pay.

MR. C. A. W. ROBERTS, N.E.C., chairman of the Education Committee, expressed sympathy with this point, and admitted the delay, due largely to the pre-occupation of Whitehall with civil defence. The N.E.C. had not gone to sleep, and many of the proposals of the " Hadow " Committee had been implemented. But the Council had failed to persuade the Poor Law Examinations Board to alter its constitution and hold examinations for the whole of the Service. While the Education Committee agreed on the importance of the examination, it felt that it was wisest, in the circumstances, to wait for the Advisory Committee.

" Where I come from the vocal powers are fully developed."

Salaries Campaign Progress : On to National Scales

MR. R. H. HEWITT, Salford, raised a minor storm by protesting against the General Secretary's visits to Budapest and Bucharest, to attend meetings of the International Union of Local Authorities and the International Institute of Administrative Sciences, and to the projected visit of Mr. Roberts to the Congress of the International Hospitals Association in Toronto. His complaint that such international tours were unwise, and should be postponed until all was right with local government at home, met with support from a section of Conference. But a spirited reply from MR. A. A. GARRARD, chairman of the Council, speedily silenced the grumblers. Local government, he declared, was parochial enough, without N.A.L.G.O. making it worse. These international contacts were valuable ; we had as much to learn from other countries as they from us. In any case, it was late in the day for criticism of a policy already endorsed by Conference—a view which delegates generally approved.

National Service Problems

MR. H. ALLEN, N.E.C., chairman of the Service Conditions and Organisation Committee, introduced the brief references in the report to National Service problems with a summary of the existing position. It was still inconclusive. Although, in Circular 1773, issued on January 27, the Ministry of Health had taken the advice of the Association and urged local authorities to consult their staffs on defence schemes, the N.E.C. was bitterly disappointed with the attitude of the Lord Privy Seal's office. Officials at Headquarters had been sitting on the doorsteps of Whitehall vainly trying to get information. The Council was urging that authorities be given power to pay the difference between the army and civil pay of men called up for service in the militia : the Treasury, the Cabinet, and the Civil Service Clerical Association were all considering the position. While N.A.L.G.O. would do all it could, members should not be too hopeful ; officers could not expect nor fairly demand treatment better than that accorded to employees in other branches of national work. [A statement on the position at the time of going to press is on Page 220.]

SALARY 'BLACK SPOTS' IN ALL DISTRICTS

Call for Vigorous Drive

Then came the star item of the agenda—a report on the progress of the salaries campaign, and its accompanying White Paper. The report recorded the vast amount of work done during the year to bring nearer the Association's double objectives—regional automatic scales soon, national scales ultimately. The Salaries and Whitleyism sub-committee had visited every district, and had found unsatisfactory conditions in each. These must be improved ; at present they were a menace to the staffs of adjacent authorities. District committees had been urged to set up special salaries sub-committees to examine and classify the salaries paid by all authorities in their areas. Most had started, but effort must be determined and continuous. There were many problems —most of them outlined in the two articles in the May LOCAL GOVERNMENT SERVICE—but the Council was confident that all could speedily be solved, if districts and branches gave wholehearted and vigorous support. Whitleyism, which was making good progress in all but a few areas, would break down some of the obstacles.

A HAPPY Section of the Conference Group.

White Paper Conclusions

The White Paper was a supplementary report of the work and conclusions and of the Salaries and Whitleyism sub-committee. Among its conclusions were :

The worst conditions exist in the South and East.

In areas where satisfactory scales are not fully operating it will be necessary to press for intensification of the campaign. Unless the district committees will tackle this work with seriousness, there will be delay in reaching our first objective—automatic progression to a minimum standard at age 27.

Some districts are not treating the campaign seriously, and it will be necessary to encourage such areas to make the campaign the most urgent and imperative feature of their activities.

There has been a tendency to defend the existing conditions rather than frankly to state the defects.

The most disquieting feature is that many branch members are evidently content to accept inadequate remuneration. The authority given last year to disregard local autonomy in connection with advertisements at inadequate salaries will have to be extended to the salaries position generally, and it is pleasing to report that several district committees are prepared to approach local authorities direct in the event of a branch refusing to apply for improved standards.

There still remain numbers of local authorities too small in area, population, and rateable value to make effective units of administration. Such uneconomic units constitute a menace to the payment of adequate scales of remuneration, and the provision of efficient full-time service.

The claim of inability to pay is probably more convenient than genuine except in isolated places, and it should be brought to the notice of the Minister of Health in any approach on this question that civil servants, teachers, and police, wherever employed, receive, quite properly, remuneration allied to the work they perform, and not in relation to any theoretical consideration of ability to pay. It should, therefore, be possible to formulate regional scales for immediate operation which, whilst taking economic factors into consideration, would eliminate the influence of the smaller units.

Obstacles to Success

The White Paper then outlined some of the difficulties which were being encountered :

Autonomy of local authorities, permitting an authority to refuse to apply adequate scales of remuneration to its officers.

Local autonomy of branches, of which the following examples were quoted :

An important branch, well organised, is opposed to the formation of a Provincial Whitley Council. The branch is enjoying to the full the advantages of a local joint committee, but refuses to lend its support to the setting up of a Provincial Council until conditions in the rest of the area are brought into line with its own.

Opposition by branches to an approach being made to authorities by themselves or the divisional secretaries. When this position is criticised the sub-committee finds in general that there is a disinclination to upset the "happy relations which exist with the employers."

Attitude of certain chief officers. This is a serious problem in some cases. Whilst most chief officers support N.A.L.G.O.'s

Council's Move to Abolish Authorities that Cannot Pay

policy, there are some who are unsympathetic and even opposed to the aims of the Association in respect of salary scales and Whitleyism. Every step possible must be taken to secure their active co-operation.

Apathy. This applies both to some branches and to some district committees, and is a difficulty which can be broken down only by intensive propaganda.

Recommendations approved by the council for meeting these difficulties and furthering the campaign included :

A request to the Minister of Health that, in the next review of county districts, he instruct the inspectors to take evidence on the ability of local authorities to pay adequate remuneration to all officers, having regard to population, rateable value, and produce of rates, and to ensure that each shall be large enough to provide an adequate and reasonably paid staff ;

Evidence by N.A.L.G.O. at each inquiry, with a view to the abolition of small uneconomic units ;

A request to the Secretary of State for Scotland to provide for a review of Scottish districts ;

A request to the Minister of Labour or appropriate department for assistance towards the proper functioning of the Scottish Whitley Council ;

Approaches to each district committee, urging it to complete information on salaries in its area, to grade authorities in relation to salary conditions, to appoint a panel of speakers to visit backward branches, and to report progress regularly to the N.E.C. ; and

Questions in Parliament and other publicity for examples of inadequate salaries.

MR. ALLEN, introducing the report and White Paper in a speech of characteristic vigour, requiring no aid from the microphone, declared that the sub-committee's inquiry had shown last year's description of conditions in some areas as "appalling" to be totally inadequate. While every district contained local authorities paying deplorably low salaries, in some it was difficult to find a single decent standard.

In such areas effort was needed by every branch and every member, as well as by the district committee. It was too big a task for the National Executive Council alone —although, if the district committee neglected its duty, the N.E.C. must find some means of getting on with the job.

The tendency in some areas to defend existing salaries would not do. Every branch with poor salaries which told the Council—as some had—that it must not interfere because of "the happy relations between the Council and the staff" was a menace to the whole country.

The outstanding conclusion from the survey had been the fact that some authorities were able to employ competent full-time officers and to pay them adequately. But nearly every authority approached the salaries question from the point of view of its effect on the rates, not of justice for the officer's claims.

There were two classes of authority—those which could pay decent salaries and those which could not. In the former class were many—especially in the Whitley Council areas—which did pay reasonably. But many still failed to do so. In one North Wales county council, for example —a council he refused to name—five officers were receiving less than £40 a year, 20 between £40 and £89, and 17 between £90 and £125. In another county council officers began at £52, rose to a scale maximum of £75 in 5 years, and to £104 in a further ten years—thus receiving £2 a week at 31. Determined and constant pressure was needed to bring improvement in these areas.

Where Penny Rate Brings in £12

The second class—the authorities which, owing to smallness, lack of population, and low rateable value, could not pay reasonable salaries—provided one of the biggest problems. In tackling it, the N.E.C. had been fortified by the report of the Committee of Inquiry into the Anti-tuberculosis Service in Wales and Monmouthshire, from which he had extracted the following figures, all for boroughs :

Borough	Population	Rateable value
Lampeter	2177	£34
Kidwelly	2997	28
Llandovery	2050	24
Cowbridge	1015	20
Llanfyllin	1346	18
Montgomery	887	12

How could such authorities meet modern needs and pay adequate salaries ? It would cost some of them a 3d. rate to bring a single junior on to a proper scale. The N.E.C. held that they should cease to exist. N.A.L.G.O. must insist that every unit of local government must be big enough to employ an efficient full-time staff and pay it adequately. The Council intended, therefore, to approach the Ministry of Health and to give evidence before each committee in the review of county districts next year. This might offend some branches, but they must remember that N.A.L.G.O. was a national body. Parochial pride and local patriotism, excellent though they were, must not stand in the way of progress.

"To carry on the campaign and to intensify it," Mr. Allen concluded, "we must all pull together. I ask each district committee which has not already done so to appoint a fighting sub-committee. I urge each delegate to become a fighting unit in his branch and district. If your branch or district is not doing its job, get working to make it. We on the Council are determined not to relax until every officer is paid according to our standard. Now it is up to you."

Plymouth's "Pillory" Protest

After this stirring call to action, MR. P. H. COLE, Plymouth, had difficulty in arousing delegates to much sympathy for his demand for the deletion of the paragraph in the White Paper referring to the unnamed branch which, though enjoying the advantages of a local joint committee, refused to support the appointment of a provincial Whitley council until conditions in the rest of the area were brought into line with its own.

Mr. Cole applied the description to Plymouth, demanded evidence to substantiate the allegations—some of which he

W. H. LEAH, Manchester, the centre of a merry group outside the Conference Hall.

N.E.C. Given Power to Act Where Branches Refuse

described as untrue—suggested that the paragraph must have been written in Germany, and challenged the chairman of the South-Western district committee, Mr. R. T. Shears, and the President-elect, Colonel Stead, to say that Plymouth's attitude to Whitleyism differed in any way from that of their own branches. It was true that the South-Western district had failed to make progress with Whitleyism, but there were many reasons for that, and it was unfair to pillory a single branch.

The paragraph had really been written, he suggested, to support the Council's move to over-ride branch autonomy—a move that would strike a blow at the democratic organisation of N.A.L.G.O. As a final instance of Plymouth's enterprise, Mr. Cole quoted his own case: "When I last addressed you at Folkestone, I was secretary to the Cemetery Committee, but Plymouth is such a wonderful place that they have now made me entertainments and publicity manager."

MR. C. M. SHATTOCK, Devon County, followed Mr. Cole into the confessional box, declaring that the description would fit his own branch, too, but asserted that the coercive tactics of the N.E.C. would fail. Devon was ready to co-operate, but it would not be driven. It was prepared to consider Whitleyism as soon as the local authorities agreed to it.

MR. ALLEN, replying, regretted that Conference was being turned into a laundry. The paragraph might apply to several large branches, but if Mr. Cole thought the cap fitted, he could wear it.

BRANCHES THAT WILL NOT REMEDY EVILS

Council Seeks Right to Intervene

After MR. S. WARD, Gravesend, had urged confidence and united support for the Council, which was taking the first positive action for better conditions since he joined the Service 12 years ago, the President ruled the motion for deletion of the offending paragraph out of order, on the ground that the White Paper was merely a statement of information and had not been submitted for the approval of Conference. The storm being thus abated, Conference went on to consider the N.E.C. motion empowering the Council "to take such action with any local authority (with or without the consent of the branch concerned) as it may deem necessary."

MR. ALLEN explained that the Council wanted power to act where branches refused to do so. While it did not intend to interfere unduly with branch autonomy, and would use the powers sought only in extreme cases, something must be done about branches which refused to allow the divisional secretary, the district committee, or even their own executives, to remedy evils. One branch, for example, was in the hands of certain senior officers who were well paid themselves, while the salaries of the juniors were deplorable. When the executive refused to do anything, the district committee called a meeting of the whole branch, which decided that

W. HOGGER, Torquay, runner-up in the Tennis Competition, congratulates the winner, A. E. SMITH, Huddersfield.

action should be taken over the executive's head. But at present the district committee was powerless.

MR. E. L. RILEY, N.E.C., seconding, assured delegates that the power sought would not be wrongly used. The Council would consult branches or districts, but the ultimate responsibility for fighting shocking conditions must rest with it, and it must have power, in the last resort, to bring the full authority of the Association to bear. They wanted power to go to the "black spots" and demand the N.A.L.G.O. minimum of £225 at 27 for all officers.

There were six amendments to the motion on the agenda, four of them designed to ensure consultation with the branch or district committee before the Council took independent action. The first of these, supported by the East Midland District Committee, Lindsey County Officers, Stretford, and Surrey County Officers, was accepted by the Council and carried. It provided that the Council should consult the branch *wherever possible* before acting over its head. The second, moved by the Scottish and Southern district committees, insisting on prior consultation with both branch and district committee, was lost, and three others were withdrawn.

The last, a Wakefield and district amendment, instructing the Council to "take all possible action towards the abolition of premium pupilships" was taken as a separate motion. Moving its adoption, MR. C. L. BERRY, Wakefield, contended that, without a strong lead from Conference, this system of premium pupilship would spread, to the detriment of the principle of equality of opportunity throughout the Service. All pupils entering local government should be selected solely according to merit, and this evil of buying commissions should cease.

MR. V. GRAINGER, N.E.C., said the Council was prepared to accept the motion for consideration, although not necessarily in the terms in which it had been submitted, and asked Wakefield to withdraw it. MR. W. K. HOLT, Wakefield, was ready to withdraw, if assured that the Council would get on with the job, but Conference, which had acclaimed Mr. Berry, demanded a vote.

Then MR. F. H. HARROD, N.E.C., explained the Council's attitude more fully. Although opposed to the system in principle, it had no power to interfere with the conditions for entry laid down by the professional associations, or to refuse admission to the Service of premium pupils. He asked Conference to agree to withdrawal of the motion, on the undertaking that the Council would endeavour to persuade the professional associations to abolish the system.

Despite reinforcement of this plea from MR. T. FREEMAN, N.E.C., MR. W. T. JARVIS, Mid-Surrey, and MR. J. YOUNG, Kent County, Conference insisted on a vote, and carried the motion by a big majority. Then the original motion on the salaries campaign, as amended, was carried unanimously.

Reverting to the annual report, MR. J. SHORT, Gateshead, asked for information about the organisation of the North Eastern area. MR. ALLEN replied that the Service Conditions and Organisation Committee had been reviewing divisional organisation. If the Council accepted its proposals, Mr. Short and everybody else would, he thought, be satisfied.

Then Manchester, hitherto remarkably silent, came in with its annual tilt at the N.E.C. This time it was as the champion of the nurses. MR. H. COTTON moved an amendment to paragraph 24 of the Report,

Association's Work for Nurses : Ethics for the Officer

on nursing and public health staffs, deploring the failure of the Council to give a lead to branches on the report of the Athlone Committee, expressing dissatisfaction that Conference had been given no opportunity of considering the Council's policy, and committing Conference to support of more self-government for nurses.

There were to-day, he said, 150,000 nurses not organised. The Athlone Report offered them a new deal, and the N.E.C. was delaying action on its recommendations.

Everybody else—the authorities employing nurses, the nursing organisations, and even Government departments—was moving, and he wanted N.A.L.G.O. to declare its belief in more self-government for nurses through nurses' councils on Whitley lines. MR. F. HUMPHRIES, Manchester, supported, saying they wanted nurses to know that they themselves could be the driving force in setting negotiating machinery in motion.

Branches Ignore N.E.C. Lead

MRS. A. A. WOODMAN, East Ham, opposed the first and critical part of the amendment, because she knew how much the Council had done during the year. N.A.L.G.O.'s Nurses Charter had preceded the Athlone report by some months ; at Blackpool a year ago an urgent appeal was made for the recommendations to be considered in the light of local conditions ; later, branches were urged to set up women's service committees. Yet a month ago it was reported that out of 600 branches, fewer than 50 had replied, and of those, 26 had decided to take no action. The Council had given a great lead, and further response was dependent on the branches. In East Ham they had set up a women's services committee, which was concentrating in the first place on nurses. Such committees were providing for a good degree of self-government.

MR. ALLEN, urging Conference to reject the amendment, declared that the Council had considered the Athlone report immediately it was issued, and had had interviews with the Ministry of Labour on the organisation of nurses. It was a tribute to the work of the N.E.C.—which gave evidence before the Inter-Departmental Committee for a whole day—that its recommendations had, in the main, been incorporated in the report.

The Manchester amendment was defeated. Then MR. S. H. BRODIE, Glasgow, asked if the Council would consider steps to strengthen the recruiting of nurses.

MISS I. STANSFIELD, N.E.C., replied that the organisation of municipal hospital staffs was difficult. They had urged the setting up of women's advisory sub-committees to approach hospitals and persuade the nurses that N.A.L.G.O. had something to offer them, but so far only six districts had been able to do this. She hoped that the remaining six would follow their example. To bring nursing staffs into the Association meant patient, enthusiastic, and, above all, personal approach. This was a job for women.

MR. BRODIE complained of the unsatisfactory position of members wishing to transfer from municipal to voluntary hospitals.

MR. C. A. W. ROBERTS, N.E.C., agreed that this problem hindered the fluidity of the nursing service. It was bound up with the superannuation position. The Council would support any attempt to bring a private superannuation scheme into line with the compulsory act.

BASIS FOR CODE OF CONDUCT

"Debatable Word 'Superiors'"

On the section of the report dealing with the Council's proposed statement of professional ethics for the officer—which is printed on our cover this month—MR. H. SAUNDERS, Kent, asked whether the Standing Joint Committee would accept responsibility for administering penalties for infringement of the code of conduct which is to be evolved from it.

MR. C. J. NEWMAN, N.E.C., replied that the Standing Joint Committee had accepted the statement.

The only criticism of the phrasing of the statement came from Mr. W. THRELFALL, Stretford, who complained of the last paragraph but one which, as printed in the report, enjoined the officer to be "courteous to his superiors, his fellow-workers, and the members of the public whom he serves." Mr. Threlfall moved an amendment altering this sentence to "he should be courteous to all with whom his duties bring him in contact." A code of conduct, he said, should suggest fellowship and should avoid the distinction implied in the debatable word, "superiors."

Civil Service Code as Guide

MR. G. A. STONE, N.E.C., replied that the Council had been considering the statement for two years, had done so with great care, and had examined other codes of conduct. The paragraph the amendment sought to alter was taken substantially from that laid down for the Civil Service, but if Conference felt that the phrasing was not in accordance with the spirit of N.A.L.G.O. the Council would be prepared to reconsider it. He hoped, however, that it would not go forward that Conference was opposed to civility to superiors and to the public the local government officer served.

MR. NEWMAN, N.E.C., found no servility in classifying himself as a servant of the public, who, in his official capacity, were the officer's "superiors." Despite this defence of the phrase the amendment was carried.

Then MR. W. H. WILLIAMS, East Ham, speaking as a representative of the branch which sponsored the code two years ago, expressed disappointment with the statement. They had hoped for a much more definite approach. The report made no recommendation as to how it was to be implemented, and unless it was brought to the notice of every member its value would be practically nil. The Council had not faced the question with the courage he expected. In particular, he disliked the first clause, calling upon the officer to give "undivided allegiance" to the authority employing him. Were there no other loyalties? What about home, country, religion? The clause was despotic and, if passed, would mean dictatorship in its worst form. As it stood, the statement would be fatal to the prestige of N.A.L.G.O.,

LEADING FIGURES from the Conference Group. Centre row, *Left to Right* : C. A. W. Roberts, L. Hill, W. W. Armitage, J. L. Holland (*President 1938-9*), E. J. Stead (*President 1939-40*), A. G. M. Archibald, A. A. Garrard, W. H. Legh-Smith, F. E. Cox, and, extreme right, J. Brown.

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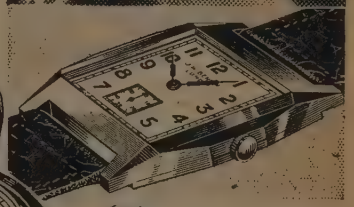

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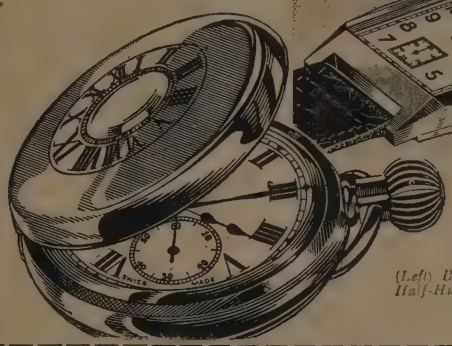

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and he therefore moved its reference back, with profound reluctance.

Replying to this, MR. NEWMAN pointed out that it would have been impossible to bring the statement to the notice of every member until it had been approved by Conference. The term "undivided allegiance" had been carefully chosen. It implied no more than a clear distinction between public and private interests. The motion for reference back was defeated and the statement as amended by Stretford was carried.

Conditions of Institution Staffs

MR. J. Y. FAWCETT, South Shields, protested against paragraph 34 of the report, recording that the Council had considered the compilation of a revised set of service conditions for institutional staffs other than nurses, and intended to proceed with this matter at the earliest possible moment. More definite action was needed, he urged. "Earliest possible moment" might mean anything. Immediate steps were required. The adoption of the N.A.L.G.O. Nurses' Charter by his own authority—where the hospitals and institutions had 100 per cent membership of the Association—had created an anomaly between hospital and institution staffs in salaries and service conditions.

MR. ALLEN readily assured Mr. Fawcett that "earliest possible" meant "immediate." A report was now under consideration, and he appealed to district committees for their co-operation.

MR. A. CLARK, North-Western district, moved reference back of the section of the Report dealing with the work of the standing Joint Committee, on the ground that the Committee had met only once during the year. The PRESIDENT replied that that one meeting had done much work, including approval of the statement of professional ethics. The Committee had so many interests to reconcile that progress could not be quicker, but the reconstitution of the Committee was under review. This satisfied Mr. Clark, who withdrew his motion.

MR. A. F. HUTT, Manchester, asked why the list of addresses of branch officials had been omitted from the report this year—an omission which greatly hampered branch secretaries.

MR. GARRARD replied that the list had been cut out because the information it contained usually became out of date almost as soon as it had been printed. Further, the report was increasing in size so rapidly that the cost was becoming considerable.

Mr. Hutt maintained his point, urging that branch secretaries made great use of the list, and needed it. Conference emphatically supported this view, and Mr. Garrard promised that the list would be re-inserted in future issues of the report. On this note of happy concord between floor and platform Conference adjourned until Monday.

M.P.s' Speeches: Officers' Right to Greater Consideration

MONDAY morning's session opened with speeches by the Members of Parliament. SIR WILLIAM JENKINS, M.P. for Breconshire and Radnorshire, congratulated the Association on its great achievements during a year of unexampled difficulty. Its members had lived up to their great traditions of service, and deserved the reward of better conditions for the sacrifices they had made. He was particularly delighted to see so many young people taking an interest in N.A.L.G.O., and he urged them to build up the Association, to be loyal, faithful, honest, and true. All members of N.A.L.G.O. should be proud of their leaders and their staff.

During the past year local authorities had borne with credit the greater part of the burden of succeeding crises, national, international, financial, industrial, and political. Now A.R.P. had been thrust upon them—a task in which everything was new, with no legislation or past experience to guide. The Lord Privy Seal was dependent upon the support, advice, and assistance of the local authorities. He must have the confidence of the people, and local government officers were nearest to the people and knew how to administer.

In a moving reference to the depressed areas, where officers were working in a continuous crisis which had shown no abatement since the war, Sir William urged that the burden of public assistance should be placed upon the State. All officers not living in the depressed areas should be transferred there for a short time, so that they might realise the tremendous difficulties under which their colleagues laboured. If those areas went down, local government would go down with them.

GROWING BURDEN ON THE OFFICER

Revision of System Needed

MR. DINGLE FOOT, M.P. for Dundee, also referred to the burden of responsibility thrown upon local authorities by the Air Raid Precautions Act and the Civil Defence Act.

"To my mind," he continued, "it is clear that, before long, Parliament will need thoroughly to reconsider the extent and nature of the duties it is placing upon local authorities and the position of local government officers. I want to preserve the independence of the local authorities, but the fact that we do not wish them to become simply agents of the Central Government does not mean that we shall never have to recast the system. There will have to be big changes before long, particularly in relation to some local government areas. Nor does the fact that we want to preserve our independence mean that we can regard the conditions of service of local government officers as matters entirely for local authorities themselves."

Mr. Foot said that he had never read anything more interesting in a N.A.L.G.O. annual report than the account this year of the national salaries campaign. No one concerned with the public services could regard without concern and dismay the state of affairs revealed in Mr. Allen's speech and in the White Paper. If the Government continually placed fresh burdens on the local authorities it must have regard to the conditions of service of those who had to shoulder those burdens. That did not imply any interference with the powers of a local authority. The State already took the view that the treatment of employees was the concern of the whole community, and he saw no reason why that principle should not be applied in the realm of local government.

He had had the honour to introduce the Whitley Council Bill into Parliament

Delegates Endorse Vigorous Public Relations Campaign

during the present session, as he had promised to do a year ago. While he could not hold out hope that it would pass into law in the near future, members of N.A.L.G.O. could advance its prospects by bringing the Bill to the attention of their own members of Parliament. The extension of Whitley Councils was not a matter of purely domestic concern to the Association, but in the long run affected the efficiency of the public service, and that was of general interest.

Democracy not Inefficient

We were now showing how great an effort could be made by a free people. The fact that Britain had introduced conscription—largely to impress the world—should not blind us to the tremendous achievements of the voluntary system. He did not believe that democracies must always be two years behind dictatorships. It was no small thing that, without any great recruiting campaign or tremendous effort in the way of propaganda, we should have got more than two million recruits for national services and that, since April 1, recruits had been joining the territorial army at the rate of 2,000 a day—all without any compulsion.

"By almost any standards of comparison," Mr. Foot continued, "we in this country can act as effectively and, in most cases, as swiftly as any dictatorship State. I believe that our achievements in the realms of health and housing, and in raising the standard of living of our people, would compare most favourably with any totalitarian country, and I think we can apply that spirit of efficiency to the realm of defence as well. Let us get out of this pernicious habit of always apologising for our free and democratic institutions. There is nothing done in the totalitarian States which cannot be very much better done by a free, self-governing people."

MR. H. A. LONIE, North Western district, proposed a vote of thanks to the Members of Parliament in a witty speech which contained one good story—that of the man who dreamed that he was speaking in the House of Commons and awakened to find that he was.

PUBLIC RELATIONS POLICY
"N.A.L.G.O. Must Shout Loud"

The success of these speakers in making themselves heard without the doubtful aid of microphone and loud-speaker encouraged their successors, and when Conference resumed consideration of the report DR. MARSHALL, Coventry, was able at last to deliver, from the platform, the speech he had vainly tried to get across forty-eight hours before. He was moving his branch's motion urging the need for a vigorous public relations policy and instructing the Council to examine and report on the possibility of closer relationship between the public relations and educational activities.

The motion, he explained, was not critical. Coventry was satisfied with the direction of the public relations policy, but was concerned at its pace. The ultimate aim should be to induce local authorities themselves to take over public relations, leaving N.A.L.G.O. free to concentrate on education. That aim could not be achieved in a casual way: N.A.L.G.O. must shout loud.

MR. M. J. MILES, Coventry, seconding, urged that the time had come for a re-declaration of faith in public relations, which formed a big part of N.A.L.G.O.'s bread-and-butter policy. It was difficult to get the idea of public relations across to officers as well as to the public—although they sometimes needed it more. In this side of the work the branch magazine provided a valuable medium. He would like the Council to review the work of the Correspondence Institute and to recommend the formation of joint education and public relations committees as a means of securing co-ordination.

Creating a Sense of Vocation

MR. D. R. WOODMAN, Willesden, supporting, pointed out that public relations had two objectives: to create an informed public interest in the structure and basis of local government; and to promote and foster among officers a tradition of public service. The policy would break down if the machine were staffed by officers unaware of their moral obligations and unconscious of the sense of vocation. "Though we speak with the voice of Clarke and Jennings yet have not enthusiasm, we are become a burden on the rates."

To-day—excluding all whose salaries were a public scandal—the number of officers whose interest in their jobs did not extend beyond the salary-sheet was great enough to make much said and written about the Service little more than wish-fulfilment. The task of making the Service aware of its opportunities and eager to use them was of supreme and immediate importance; in this sense—because it could effect a revolution in the Service—public relations might prove the salvation of local government.

Need for Backing from Branches

MR. W. H. LEAH, Manchester, supported the first part of the motion, but opposed the second. They did not want to see the dead hand of educational technocracy planted on the infant public relations—which was still an infant, though a lusty one. Manchester considered public relations so important that it had given it its own standing committee. Its special appeal could not be entrusted to the educationists.

MR. L. WORDEN, N.E.C., said that the Council fully endorsed the first part of the motion. It had got a vigorous public relations policy—as vigorous as possible with the funds at its disposal. The most important part now was the pursuit of the policy—and pursuit depended on the pack. To-day only 50 per cent of the branches had backed the campaign to the extent of appointing a public relations correspondent of their own. The Council wanted to see that increased to 100 per cent.

At Headquarters the closest collaboration had been obtained between public relations and education activities, and branches had been urged to co-ordinate their work in these two fields. At the same time it must be remembered that the main purpose of the education policy was to train the officer, while that of public relations was to educate the public. To some extent, therefore, they were distinct, for the public could not be interested in the more technical aspects of administration. Where the two policies touched—as in lectures on broader principles, in the production of films, and in the organisation of radio listening groups—the closest co-operation was desirable.

The motion was carried unanimously.

CERTIFICATES OF EXCEPTION
N.E.C. Conflict with Ministry

MR. J. DEAN, Lancashire County Council, asked for further information on the conflict of opinion between the Association and the Minister of Health, regarding the Minister's power to continue existing certificates of exception from national health insurance, or to issue new certificates, without being satisfied that the local authority concerned had the necessary power to continue paying disablement allowance to employees until they attained the age of 65.

MR. P. H. HARROLD, hon. solicitor for England, said that the Council had heard that the Minister did not accept the legal opinion obtained by the Association. The Minister took the view that, so long as a local authority provided for a reasonable period of disablement benefit, it was within his power to grant a certificate of exception. The Association's complaint was that local authorities should not be allowed to obtain certificates of exception and then escape the obligations imposed by the certificates by terminating the engagement of employees. They had urged the Ministry to bring pressure upon authorities to make them comply with their obligations, and had also questioned the legality of the certificates of exception. The Minister had said that, before any certificate was granted, officers and servants would be consulted. Mr. Harrold advised members in doubt not to agree to the granting of a certificate.

Grants for Week-end Schools

A lively debate followed on the decision of the Council to make grants to district committees towards the cost of organising week-end schools, provided the grants were limited to 1d. per head of membership of the district and 75 per cent of the total approved cost. MR. B. J. EVANS, Carmarthen, moved an amendment on behalf of the South Wales and Monmouthshire district committee to increase the amount of the grant from 1d. to 3d. per head. Such an increase was, he declared, essential to ensure the success of the scheme. It was impossible for the N.E.C. to enjoin idealism in theory and to deny it in practice. They all knew the value of a penny in an emergency—but it was not enough for this purpose. In his own district, with 5,375 members, the levy would bring in £22 10s., but to get that they would have to spend £29. How many week-end schools could they arrange for 5,000 members for £29?

Week-end School & Scholarship Problems: Helping B. & O. Fund

MR. W. G. DAVID, Glamorgan, pointed out that the South Wales and Monmouthshire district covered 5,000 square miles in seven counties, but had the bulk of its membership in Monmouthshire and Glamorgan. If each branch in the area gave 1d. per member, they would get £45 for week-end schools—not an encouraging sum. Were the amount to be increased to 3d. per head, payable both by the N.E.C. and by branches, they would get £135 and that, fairly distributed, would give £22 10s. per centre. Week-end schools were an important part of the public relations policy and they were anxious to encourage them.

MR. A. B. MILLS, Swinton and Pendlebury, supported the amendment as a matter of principle and as a gesture of sympathy from a district which could probably do good work on the 1d. per head grant. The area education committee movement had proved a virile child and was doing hard spade work which deserved encouragement.

MR. C. A. W. ROBERTS, replying, stressed the Council's view that week-end schools should be self-supporting. At present they were experimenting and did not yet know how far a penny would go. He suggested that the position should be reviewed again next year. The amendment was lost.

International Exchange

MR. A. C. NICHOLS, Surrey County Officers, urged the Council to consider the possibility of arranging for the interchange of officers between authorities of this and other countries. Such interchanges would give officers a greater opportunity than did summer schools for understanding the difficulties and achievements of their colleagues abroad, and would cost the Association nothing.

MR. ROBERTS accepted the motion for consideration.

MR. T. SPENCE, Dumbartonshire, complained that revision of the scholarships scheme had deprived juniors in his county of the facilities they formerly enjoyed of obtaining scholarships without taking vocational examinations.

MR. ROBERTS promised that any suggestions would be considered by Headquarters. The Association's policy was to do everything possible to encourage members to attain, at 27, an academic degree that would place them on the same footing as the University graduate.

MR. J. SINGLETON, N.E.C., announced that it had been necessary to cancel the projected American tour this year because of the difficulty of many officers in making definite plans.

SCOTLAND'S PLEA FOR ITS OWN HOLIDAY CENTRE

"Golf at Sixpence a Round"

Glasgow branch's hardy perennial, urging the Council to establish a holiday centre in Scotland, produced some vigorous speaking from lungs accustomed to a robuster climate than the Sassenachs. MR. A. BLUE, moving it, stressed the financial surpluses now achieved by Croyde and Cayton Bay, and urged that a centre on, say, the Clyde coast would be a success. Glasgow's 2,700 members alone would ensure support during the "off" season. Similar ventures by other Associations were flourishing on the Clyde, and he felt sure that if English members would pay even one visit to Scotland they would implore the Council to establish a centre there.

MR. J. ROBERTSON, Glasgow, supporting in a speech of equal vigour, contended that golf on a "right, good course at 6d. a round" would alone justify a Scottish holiday—not to mention the "wee bit things to be picked up aboot the deck"—on the Clyde steamers." Were a centre to be established there, Conference could be held in Scotland every alternate year, instead of only every five years.

"The value of a penny in an emergency."

MR. SINGLETON, N.E.C., replying, held the motion unnecessary, since a similar resolution had been passed at Cheltenham only four years ago. He doubted whether Glasgow people wanted a holiday centre near Glasgow. The question had already been considered, but there had been great difficulty in finding a site, and not a single suggestion had been put forward during the past 18 months. Although it was true that Croyde and Cayton Bay were now realising a surplus, the demand for them had been created only at considerable cost. Nevertheless, the Council did want to implement the Cheltenham resolution as soon as possible; and with that assurance he asked for withdrawal of the motion.

MR. S. H. BRODIE, Glasgow, agreed to do so. Glasgow, he said, had put the resolution down mainly because the present holiday centres were almost inaccessible to juniors in Scotland.

INCREASING INCOME OF BENEVOLENT FUND

The Power of a Penny

After the vigorous lung-power of the Scottish orators, the still small voice of MR. C. E. WARREN putting forward the plan of Southend-on-Sea for increasing the income of the Benevolent and Orphan Fund had great difficulty in being heard, and despite use of the microphone in every conceivable position, and an attempt to do without it, delegates took in little of his argument. He wanted the Council to consider plans for persuading every member of the Association to contribute daily one copper coin to the Fund. If each would give only a penny a day, the income would exceed £100,000 a year—which would enable N.A.L.G.O. not only to care for its widows, orphans, and distressed members, but to have its own schools, its own orphanage, and its own hospital. The idea was that each member should be given a collecting box which would be placed on his breakfast table and to which seniors would each contribute a penny daily and juniors a halfpenny. Despite Mr. Warren's contention that a similar scheme had been worked satisfactorily for many years by the Commercial Travellers' Association, Conference appeared to find it more amusing than practical, and would have nothing to do with it, preferring instead the Long Eaton amendment instructing the Council to consider plans for persuading every member to become an annual subscriber to the Fund.

MR. R. B. COLEY, Wrexham, advocated compulsory contributions, through the device of increasing the annual subscription by 3s. a year, and crediting that amount to the Fund. At present, he pointed out, there were still 34,000 members of the Association. who did not contribute regularly to the Fund and the adoption of his motion would provide an additional £5,000 a year.

Conference, however, was totally opposed to this abrogation of the voluntary principle, and MR. G. A. STONE had little more to do than announce the Council's rejection of the plan, and its conviction that if the money were required the Fund would get it, for the motion to be defeated.

Should Officers be Made a Branch of the Civil Service?

MR. A. S. GARNETT, Liverpool, moved his branch's resolution that the donation for life membership of the Fund should revert to the original figure of £2 2s. He complained that the decision at Blackpool a year ago to raise the amount to £5 5s. had been reached because of a misunderstanding and was not in the best interests of the Fund. Some of the Fund's most ardent helpers were the life members, and the Blackpool resolution was going greatly to reduce their numbers. Conference agreed to the change, and other proposals to amend the figure by Lewisham, Aylesbury, and Walthamstow were withdrawn.

The Human Appeal

The somewhat restive atmosphere into which Conference had been drawn by difficulties in hearing the later speakers was speedily dissipated by MR. J. Y. FAWCETT, South Shields, in a moving appeal for more support for the Fund. It was deplorable, he said, that the Council had to call for more help from members and that more than 34,000 still failed to give that support. He thought that too frequent quoting of figures of expenditure tended to hide the human side of the Fund's activities. The £22,000 spent last year represented a vast sum of human misery and suffering. As an illustration of the enormous good the Fund could do he cited the case of a member, aged 44, married, with a boy of 8, who collapsed at work and fell victim to an incurable disease. The man was compelled to give up his job. He had no superannuation allowance, his savings soon vanished, and the future seemed hopeless. To make things worse, his wife, too, fell ill and was taken to hospital, where the husband shortly followed her, the child being cared for by friends. The wife died of cancer, the home and furniture were sold and, with lack of adequate care, the child became a difficult problem.

N.A.L.G.O. to the Rescue

But N.A.L.G.O. came to the rescue and secured the admission of the child to the Royal Wanstead Home. The man was still in hospital—his fourth year there.

"I wish that all members could visit him as I do," said Mr. Fawcett, "and hear his constant praise of the Benevolent and Orphan Fund and how it has transformed life for him. I wish they could visit the boy, now obtaining a secondary education up to matriculation standard, and hear his own gratitude. As a result of this example my own branch received an anonymous donation of £100 for the Fund, from a member, and of our 550 members, 549 are subscribers."

After this eloquent appeal, which had won the ear and heart of Conference, the subsequent speech by MR. S. H. BRODIE, Glasgow, came as a rather unfortunate anti-climax. He complained that many cases helped by the Fund did not come strictly within its province. By giving weekly grants to young widows they were creating a race of pensioners who would remain on the Fund for years. It was no part of N.A.L.G.O.'s duty to relieve local authorities or the Government of their responsibilities; why should it subsidise local rates? The real need the Fund was created to fill occurred at the moment when a wage-earner died; it should not be used for grants in perpetuity. He urged maintenance of the Fund on its present voluntary basis, and vigorous efforts to persuade all members to subscribe, but a drastic overhaul of administration.

MR. R. E. HERON, North Eastern district committee, strongly combated this view. He quoted the case of a clerk in his district who died 12 years ago, leaving a widow with two small children. The Fund undertook responsibility for one child, sending her to a secondary school and training college and later finding her a post as a domestic science teacher. The girl had recently been happily married and was now helping her mother. Ours was a Benevolent Fund, not a public assistance department. The present policy was sound and wise and it should be so left. Conference emphatically approved.

The report of the Council was then adopted as a whole and, on the motion of Mr. P. Ritherdon, Metropolitan district committee, delegates accorded a vote of thanks to the N.E.C. and the honorary officers for their work throughout the year.

THE PRESIDENT lays a wreath on the Torquay Cenotaph. With him are Col. and Mrs. E. J. Stead, Mr. W. W. Armitage, Mr. A. A. Garrard, and Mr. L. Hill.

STATE CONTROL OF PAY AND CONDITIONS

Securing National Status

The report out of the way, delegates turned to consideration of the provocative motion tabled by the Maldens and Coombe branch, calling for legislation to make the local government Service a special branch of the Civil Service, with salaries and service conditions laid down by the Government, in conjunction with the associations of local authorities.

MR. R. O. WILLIAMS, its mover, in a speech of high quality, to which delegates paid the tribute of unusual attention, offered the resolution as an answer to the appeal made in LOCAL GOVERNMENT SERVICE a year ago for proposals calculated to give Conference "a vision, a drive, and a direction that would project N.A.L.G.O. along more fruitful avenues of service to its members and endow it with a voice of higher authority in the national counsels."

Solving Salaries Problem

Only when the problems of salaries, security of tenure, and conditions of service had been finally settled—as the carrying out of this proposal would settle them—would officers be disposed to deal with administrative questions. The motion—which was unconnected with any particular local authority—proposed to confer national status on the local government officer—an obvious right, since so many of the duties he now undertook were national or semi-national in character. This plan should commend itself to the Government, which at present had to beg, or ask very politely, for the assistance of local authorities and their officers in the discharge of many duties directly affecting the well-being of the community. Officers, in fact, served the public more closely than did Civil Servants. The local government Service was so big and so essential to the public need that it should be taken out of purely local control and interference. Further, Government departments knew the duties and value of municipal staffs far better than did most of the local councillors who, at present, decided their fate and prospects.

The principle of the proposal was acknowledged and operated already in the case of medical officers of health, sanitary inspectors, school teachers, and sometimes, borough surveyors; there was no reason why it should not be extended to all. The Treasury had formulated rules to facilitate interchangeability between the Civil Service

Pros and Cons of Government Control of the Service

and officers of local authorities, and to safeguard superannuation rights.

In his article in the May LOCAL GOVERNMENT SERVICE, Mr. Allen had given, as one of the reasons why the Association did not go "all out" for national scales, the fact that it was first necessary to educate local authorities to the desirability of relinquishing local autonomy. If they were going to wait for that without such a move as the motion proposed, they would wait for ever.

Supporters of the plan contemplated that entry into the Service should be by competitive examination, successful candidates being posted to local authorities having vacancies for juniors. Recruitment at present was too haphazard; influence alone sometimes secured entry. Retention in the Service, re-grading, or dismissal, would be taken out of local control, but the movement of officers would remain as free as it was to-day, moves or transfers requiring merely the approval of the appropriate Government department. The officer would always know the value of his post, present or prospective, and salaries and conditions would no longer be the first items to suffer in an economy drive.

Under the proposed scheme, salaries and conditions would not necessarily be the same as in the Civil Service, because some grades were not comparable. But the present earnings of officers would be protected.

The scheme would bring the salaries policy to fruition and make Whitleyism compulsory in one swoop. The present "cap-in-hand" approach to local authorities—with varying results, or no result at all—should end; it was too slow and undignified. N.A.L.G.O. was established more than 30 years ago, yet we were still begging from door to door for bits and pieces of recognition. In a local Civil Service, N.A.L.G.O. would still be recognised as representing the interests of its members.

Bold Policy Needed

MR. F. N. THORPE, L.C.C., seconding, said that it was becoming increasingly apparent that Britain was now a total unit for governmental purposes. To-day's emergency measure was to-morrow's regular practice. The motion did not imply bureaucratic dictatorship and a break-up of cherished local independence. Officers were professional men and women, and were proud of it, but they had not yet attained national status. Until that was obtained they must strike the public as a motley, unco-ordinated crew. National status would put a faint aura round their heads, in place of the present faint odour. This motion was the only way of getting those national scales they all wanted. Events were moving rapidly and, with them, the stress and strain on the officer. We needed a bold policy, not a cautious one; if we waited much longer we should be like the man who sat on the fence so long that the iron entered his soul. The motion was in conformity with the policy of total social betterment all wished to pursue.

MR. N. F. E. BROWNING, Sheppey R.D.C., moved an amendment designed, without affecting the main purpose of the scheme, to make regional joint councils rather than government departments responsible for its administration. His branch was in full sympathy with the plan, he said, but was convinced that the opposition of local authorities would kill it at birth. It could be achieved only through regional joint councils, the principle of which had already been adopted. But the amendment was lost.

Civil Service Conditions

MR. G. ROBINSON, Maldens and Coombe, supporting the original motion, contended that conditions in the Civil Service were far better than any N.A.L.G.O. was likely to obtain by its "back door" methods. For years, more and more onerous duties had been put upon local authorities. The understanding of the Acts which imposed them, the introduction of the machinery, and the carrying into effect of their provisions, fell, in the main, on the officers. Yet, the local baker, butcher, and grocer had the control of the livelihoods of more than 100,000 of these men and women. The time had arrived when their silent work should be recognised, and the seething dissatisfaction in the minds of the majority brought to the notice of the Government.

As examples of Civil Service salaries, Mr. Robinson quoted the scales of the Treasury class—not the best, but those best comparable with local government. Commencing salaries were those received in the London district, at 18.

SHORTHAND TYPISTS—£2 15s.—£3 12s. per week.

CLERICAL ASSISTANTS—£1 15s.—£3 12s. per week.

CLERICAL OFFICERS—£105×£15—£350.

HIGHER CLERICAL OFFICERS—£396×£18—£515.

EXECUTIVE OFFICERS—£155×£12—£190×£18—£515.

HIGHER EXECUTIVE AND STAFF OFFICERS—£515—£634.

These classes had holidays of from 18 to 48 working days per annum.

Higher up the ladder was the Administrative Class, with salaries of £275—£625; £800—£1,100; and £1,150—£1,650. None of these salaries was subject to deduction for superannuation.

Whitleyism in the Civil Service was established on the most secure basis possible—written agreement, forming a binding contract between the Government and the staff associations. There was a national council, departmental councils, and district or office councils. Should the Whitley system fail, there was a neutral body with the last word.

"A Constructive Scheme, But—"

MR. ALLEN, replying to the debate, commended the Maldens and Coombe branch for a constructive proposal, and suggested that the motion and amendments should be submitted to the Council for consideration and report next year. If the motion were adopted as printed and if—a big "if," this—all the difficulties in its way could be overcome, local government officers would become a part of the Civil Service and would enjoy the resultant benefits. Salaries—the most vital consideration—would be regulated by the Government, in conjunction with the associations of local authorities. But were those bodies the best judges of the remuneration officers should receive? The local authorities did not want to "play" on the salaries question. The Civil Service Clerical Association was not satisfied with the grades and conditions of the majority of its members. Uniformity of grading would work downwards as well as upwards. Were N.A.L.G.O. members prepared to entrust the representatives of local authorities with the task of regrading them? Were they so satisfied that they were overpaid that they would accept downgrading?

The fundamental fault of the resolution as it stood was the fact that N.A.L.G.O. was not mentioned in it. Surely officers themselves must be allowed some say in what they were worth. That was a cardinal feature of the Whitley system.

Dangers of State Interference

Further, what would be the Government's attitude? An example of what it might be was provided in a circular letter (R.F. 244) sent by the Ministry of Transport on March 31 to registration and licensing authorities. This, after referring to the rising cost of the motor licensing and registration services, and stressing the need for "every possible economy in administration," asked for a statement setting out, among other things:

The number of whole-time officers (distinguishing permanent and temporary, and male and female staff) on each scale of salary, and the point of the scale reached by each;

The number of part-time officers employed at peak periods and at other times of the year, with the salaries paid.;

The nature of the duties of the outdoor staff, the number employed, and the salaries paid.

Whether consideration had been given to the possible introduction of accounting and other machines with a view to effecting economies.

This letter also asked that the Minister be consulted before any decision was taken which would involve increasing the staff, revising scales of pay, appointing a successor in any senior post, or granting an abnormal increment to any member of the staff.

The circular had been followed up in one authority by definite suggestions for reductions of salaries and curtailment of staff. Was N.A.L.G.O. to hand over to Whitehall, in that frame of mind, the decision on what its members' salaries should be?

If the Ministry of Transport did that, what would happen in other departments subsided by the State?

"If you approve the motion as it stands," Mr. Allen concluded, "you will hand over the control of officers' salaries to two bodies—one of which doesn't want it, and the other of which would have to strain its generosity to give it. We are all proud of the Civil Service—but we are prouder still of the local government Service. In my view the term "local government officer" means more to the

Council to Examine and Report on Plan

rank and file of the public and is a more dignified title than 'Civil Servant (L.G.)'

"The policy of N.A.L.G.O. is a national scale of salaries for the whole of the Service. In our view the most practical way of attaining it is on the lines approved at Blackpool. Our first move must be to secure the foundation—a national minimum of £225 at 27. When that has been obtained we shall have a better chance of succeeding in getting national scales."

MR. G. A. STONE said that in any given Government office, outside London, not more than 25 per cent of the staff were established Civil Servants. In labour exchanges not more than 5 per cent were established, with superannuation rights. The remaining 95 per cent were nearly all temporary clerks and could be dismissed with a week's notice and with no right of appeal. It was the same in the customs and excise, income-tax, and other sections. The vast majority of those employed in Government offices to-day had no sort of position at all.

"Halt! Major Road Ahead!"

MR. F. R. MANN, West Riding, moving his branch's amendment suggesting a policy of either three-party agreements or compulsory salaries and grading schemes, subject to approval by the Ministry of Health, said that it meant "Halt! Major Road Ahead!" They must consider where they were going. The Maldens and Coombe motion would create a suspicion in the minds of local authorities, and would hamper the N.E.C. in setting up Whitley Councils and national scales. Therefore he urged Conference to instruct the N.E.C. to work on the lines of the West Riding amendment.

MR. F. WILSON, West Riding, seconding, urged that N.A.L.G.O. members were realists, living in Britain, not creatures of H. G. Wells living in Utopia.

MR. A. A. GARRARD, chairman of the Council, said that Mr. Mann should have asked Conference to reaffirm the decision of the 1933 Conference, stating:

"The best avenue of progress is by means of a joint council or councils on Whitley lines: in other words, agreements arrived at by means of collective bargaining through a joint meeting of representatives of employing authorities and the Association would be the best inducement to Ministerial co-operation."

"The progress of Whitleyism," Mr. Garrard continued, "has been phenomenal. Hardly an area of the country is not covered——"

A VOICE: "Thousands of members of rural district councils have never heard of N.A.L.G.O., let alone of Whitley Councils."

MR. GARRARD: "Whitley Councils have been established——"

A VOICE: "On paper."

MR. GARRARD: "On paper—yes. But it is up to the branches to see that they are made more than paper. They must put drive into it. I am convinced that if branches and district committees used their influence with their councils we could establish a complete system of Whitleyism."

The Government was reluctant to interfere with the local autonomy of authorities. If N.A.L.G.O. could complete the Whitley system and introduce schemes of grading acceptable to it the time might come when it could go to the Government with a plan for this three-party agreement. But, until then, the best course was for the Association to continue its present advance by the present methods.

The West Riding amendment was lost, and amendments submitted by the South Wales and Monmouthshire District Committee and the Eastern District Committee were withdrawn. Mr. Allen urged Conference to pass the Metropolitan District amendment, instructing the Council to examine the Maldens and Coombe proposal and report in 1940, promising that all amendments would be considered.

MR. WILLIAMS, exercising his right of reply, maintained that the Associations of local authorities and the Government were the best judges of what salaries should be. His branch's scheme would not affect the autonomy of local authorities in any way. N.A.L.G.O. was mentioned in the resolution; in any case, its interest was automatic, and it would certainly be concerned in the formulation of the scales under the scheme. What evidence was there to suggest that the grading would work downwards as well as upwards, having regard to salaries now received by juniors in the local government Service? The arguments used against the motion had been generally superficial. There was too great a tendency to leave matters to branches and district committees; the initiative should come more from the Council. If Conference wished, the branch was prepared to leave consideration of the motion to the Council—but he hoped that it would get busy.

With this the debate ended, Conference passing the Metropolitan District amendment, leaving the N.E.C. to go into the many issues raised.

PENSIONERS WHO GET OTHER JOBS

Blow to Promotion Prospects

Then MR. F. R. MANN moved the West Riding resolution, deprecating the employment of persons in receipt of pensions or superannuation allowances. The resolution arose, he explained, out of the case of the surveyor to an urban district council who gave up his job owing to ill-health and was awarded a disability superannuation allowance of £350 a year. His health improved and he obtained the post of architect and surveyor to a county borough at a salary of £900, while continuing to draw the superannuation allowance. There was nothing in the Superannuation Act to prevent this. Such a position should be strongly deprecated, because it struck at the root of superannuation. That man was depriving some other officer of the promotion to which he was due and was, therefore, defeating one of the advantages of superannuation.

MR. J. JOLLY, West Riding, seconding, said that many more examples could be quoted. A large proportion of the A.R.P. organisers had been recruited from military, naval, and police sources, and were in

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(in full) .....
.....
This Coupon may be posted in envelope (unsealed) under one halfpenny stamp.

Co-operation with Voluntary Social Service Organisations

receipt of pensions. If N.A.L.G.O. were to allow persons already receiving pensions to enter or continue in local government Service the result would inevitably be depression in salary scales.

Six amendments appeared on the agenda, all designed either to strengthen or qualify the resolution without affecting its principal aim, but on the motion of MR. RILEY, N.E.C., all were withdrawn except that of the South Eastern district committee, referring the whole question to the Council for consideration and report.

JOURNAL ADVERTISEMENTS

Call for Censorship

On behalf of the Sutton Coldfield branch, MR. C. E. IMPETT moved a resolution calling for the banning of all advertisements in LOCAL GOVERNMENT SERVICE offering special terms or substantial discounts to officers. His branch, he explained, resented the impression given by these advertisements that officers received special treatment from traders advertising in the Journal. This had a damaging effect on the salaries and service conditions campaign.

MR. J. R. SMITH, Sutton Coldfield, seconding, pointed out that branches were now circulating to their employers thousands of copies of a journal which said, in effect: "We are local government officers, and we can obtain conditions which you cannot." Clearly, this was not desirable.

After MR. T. J. METCALFE, Brighton, had withdrawn his branch's amendment, designed to minimise the difficulties of prohibiting such advertisements, Mr. G. E. EASTERBROOK, Swansea, moved an amendment by the South Wales and Monmouthshire district committee which, while repeating the deprecatory terms of Sutton Coldfield's motion, omitted the demand for immediate prohibition.

MR. L. WORDEN, N.E.C., explained that the matter was not quite so simple as it appeared. The Council would like to produce a journal with articles and advertisements which delighted everybody. While it had not been proved that discount advertisements—which formed the bulk of advertising in all trade union and service journals—did, in fact, detract from the appearance of the Journal, or damage the Association in any way, the public relations and publications committee had, in fact, been considering what could be done to meet the wishes of members who objected to them. An immediate ban on discount advertisements would probably result in the loss of about 50 per cent of the present advertising revenue. He suggested that Conference should leave it to the Council to take whatever action appeared best, in the light of the fullest investigation.

Complaint by MR. IMPETT that he had been obstructed by Headquarters in preparing his case gave the platform-baiters their chance for another uproar. Mr. Impett told Conference that he had asked for details about the existing contracts with advertisers, and read a letter refusing the information. Delegates protested vigorously, demanding an apology to the branch, but the President calmed the storm by promising an inquiry and report next day. Peace was restored, and Conference adjourned until Tuesday.

SIR WYNDHAM DEEDES

How Voluntary Bodies Could Help Local Services

Tuesday morning's session opened with an interesting innovation—an address on a topic of national and Service interest removed from the "bread-and-butter" concerns with which delegates had been mainly preoccupied hitherto. The speaker was Brig.-Gen. SIR WYNDHAM DEEDES, vice-chairman of the National Council of Social Service, and the subject the need for closer co-operation between local authorities and voluntary organisations in the field of social service.

Sir Wyndham's matter and manner both speedily won the attention of Conference, which listened with close interest as he outlined the respective roles of local government and voluntary services, and showed how they might more effectively interlock to the advantage of each. Co-operation between the two, he urged, was of profound significance and might largely determine the future of administration and of democracy.

Vast Potential Resources

Voluntary organisations he defined as that diversity of free associations which had spontaneously grown up to meet the manifold needs of individuals and groups. A radical change in their type had taken place in the last half century. The old-fashioned "charity" had given way to an organisation led, controlled, and managed largely by its own members; autonomous, democratic, popular; able to adjust itself to a constantly changing environment. In the aggregate these bodies represented vast potential resources, their expenditure totalled millions of pounds a year, and through them thousands of people assumed an enormous amount of responsibility. Those resources should be put to the best use. How could we best harness them into the organisation of local and state government?

During the past 300 years voluntary associations had passed through three stages of development. The first was that of pioneership, when it was considered that the State should not intervene in private affairs at all and the voluntary associations did all the experimental work of building up what are to-day State social services. This had given our social services that intimate human relationship which he believed was unique and which they had retained ever since. The second stage was that of parallelism, in which voluntary

PERSONALITIES ON THE COUNCIL

New Junior Vice-President

C. A. W. Roberts is master of Walton hospital—the largest in England. He started as master's clerk at Stoke-on-Trent, then went to South Shields, and later to Stockport, where he became Steward of Steppinghill hospital. Has also been master at Pembroke and Canterbury.

He joined the N.P.L.O.A. in 1902, and N.A.L.G.O. on their amalgamation. Co-opted to N.E.C.—service conditions, education, and finance committees.

Has shown great interest in N.A.L.G.O's educational work and is now chairman of education committee. Director of Logomia since 1935.

New Vice-Chairman

Frank H. Harrod is an expert educationalist. Began in 1903 as schoolmaster, and in 1920 became organising inspector of industrial training at Leeds. Then went to Sheffield as assistant director of education, and in 1923, to his present post as director at Coventry.

At Coventry he has been: on the branch executive from 1927; president 1930-1933; chairman, staff side, since 1932, and vice-president 1938-9.

Has been member of district committee from 1931; was chairman in 1935 and 1936; and is vice-chairman West-Midland district provincial Whitley council.

Was first elected to N.E.C. in 1935, serving on service conditions, education, and finance committees.

Call for Great National Effort to Maintain Freedom

organisations and local authorities were working along lines parallel but not touching. To-day we had reached the third stage, of partnership, when the voluntary associations realised that, if their forces were to be put to the best possible use, they must be related to the normal machinery of government.

In this partnership it would be unwise for the voluntary organisation to claim to attempt to do what the State was already doing. When the time came for the State to take over a particular service the voluntary organisation which had hitherto been running it should pioneer in some other direction. He strongly disapproved of any voluntary organisation trying jealously to keep on work which the State or the local authority was ready to perform.

Sir Wyndham went on to suggest a number of ways in which he felt that voluntary organisations might make an indispensable contribution to local government. First, they provided a means of interpreting the local government Service and what it wished to do to the mass of the public—of acting as a kind of buffer-state and go-between. Local government was so complex, so difficult to understand, and so difficult to put across, that it stood in need of a body of people in direct touch with the masses and able to interpret the town hall to them—and to interpret the public to the town hall—and secure representation for minority views. An example of this type of activity was the citizens' information bureau, which had been set up in certain parts of the North of England.

Stores of Ability Unused

When anything new was presented to the public it passed through three stages—the first, of deep suspicion because it was new; the second, of marked hostility, and then suddenly the third, when the novelty entered the clear waters of complete acquiescence.

Secondly, voluntary organisations provided a means of education, a school of democracy, sometimes an ante-chamber to the council. It was they who largely enrolled the many people who took part in civic duties. If there were more people with wider knowledge there would be fewer evils.

Thirdly, voluntary organisations might be used much more than they were to-day for consultation and co-option. There was a vast amount of capacity, experience, and ability lying unused, and local authorities and local government officers would do well to seek it out and employ it. At present we expected both too much and too little from our citizens. At one time we would make them the arbiters of our destinies, at other times we asked no more of them than that they should pay their rates and taxes—we put upon them no kind of responsibility, and evoked from them no kind of response.

Fourthly, voluntary organisations could perform some intimate tasks beyond the powers of officers of local authorities, such as the work now being done by the National Council of Social Service among the unemployed, or the formation of community centres on new housing estates. This type of service was better carried out by a private organisation than by either the State or the local authority.

Greatest of all the contributions which the voluntary organisations could make to social service was the Christian transformation of the secular order. The time had come for Christian sanctity once again to put its hand to the needs of the earth.

The problem the State was always trying to solve was how it could do more for its citizens without making them do less for themselves. The best thing the truly democratic State could do was to get the utmost response from the citizens. Good officials did not make the good city; only good citizens could do that.

"Rally Round Your Town Hall"

We were living in great days and great times, which demanded great response from men and nations. Elsewhere, we saw how the rights of the individual and the private association had been swept away to serve the needs of the State. We in this country were no less sensible of the need for making a great national effort—but we believed that the maximum national effort in Britain was going to be accorded to maintaining the maximum freedom of the individual and of the free association.

"No one," Sir Wyndham concluded, "can do more to establish and raise the standard of voluntary organisations in this country than can the local government officer. My slogan to all voluntary bodies to-day is 'rally round your town hall.' I hope that when we do we shall find among you, the officers, sympathetic, helpful, keen, and enthusiastic support."

The applause with which delegates greeted this speech clearly showed their appreciation both of its appeal and of the innovation in Conference procedure. Mr. GARRARD, moving a vote of thanks to Sir Wyndham, claimed it as an address calling for much thought and promised that delegates would consider all he had said when they had returned to their several areas.

SUPERANNUATION ANOMALY

Officers whose Contribution is Six Per Cent

Before returning to the agenda, the President gave his promised explanation about Sutton Coldfield's allegation of obstruction from Headquarters. The matter was very simple, he said. Sutton Coldfield had put down a motion which the Council had decided to oppose. On the eve of Conference, the branch wrote to Headquarters for information relating to its motion. There was no possibility of calling the responsible committee together, and the officer concerned felt that he was not at liberty to present the branch with information which the committee had not had. As every delegate would appreciate, an officer does not usually disclose confidential information save with the authority of his committee. Nor, Mr. Holland added, was it usual to quote at a Conference a letter of that kind without giving prior notice.

Conference accepted this explanation and passed on to the Merthyr Tydfil motion urging steps to amend the 1937 Superannuation Act to provide that officers employed at March 31, 1939, by local authorities which had not adopted the 1922 Act at that date should have their rate of contribution reduced to 5 per cent. MR. D. H. HUGHES, its sponsor, explained that the officers of three county councils, five county boroughs, and a few small authorities, were affected and had to pay a contribution of 6 per cent. This was a great hardship for many of them.

MR. RHYS WILLIAMS, on behalf of the South Wales and Monmouthshire district committee, sought to broaden the resolution by including in it all officers employed at March 31, 1939, who are not designated employees.

MR. N. DRACUP, Bradford, opposed, on the ground that the proposal was financially unsound. If the rate of contribution were to be reduced, any deficit on the superannuation fund would be charged to the rates, which would be undesirable in present circumstances. Under the 1937 Act there were no separate funds for officers and servants, and contributions of 6 per cent. by the officers would help to relieve any deficiency in respect of the servants.

Bargain With Ministry

MR. P. H. HARROLD, honorary solicitor for England, replying, recalled that during the negotiations between N.A.L.G.O. and the Ministry of Health before the introduction of the Superannuation Bill, the Association had tried to get the Ministry to agree to the concession desired by Merthyr Tydfil, and to restrict the 6 per cent contribution rate to new entrants to the Service after the appointed day. This proposal, however, was strongly resisted by the Ministry and the Government Actuary, and had the Association insisted on it the Bill would not have been introduced in the 1936-7 session of Parliament, and might still not be passed.

In view of this bargain with the Ministry, Mr. Harrold suggested that the Association would not be on strong ground if it put forward in the near future an amendment on the lines suggested. Further, the notice of motion, even when extended by all the amendments, did not cover every class of officer concerned. He suggested that Conference should leave it to the Council to do the best it could at the earliest possible moment for the officers affected, with whom it had every sympathy. Conference approved this course.

MR. J. MORRIS, South Wales and Monmouthshire district committee, moved a resolution requesting the Council to take steps to secure the payment of 60ths for all superannuable service. Superannuation, he urged, was closely connected with salaries, and therefore demanded national attention. Allowances based on 120ths for non-contributory service, as provided under the 1922 and 1937 Acts, were totally inadequate—he knew of one officer superannuated on an allowance of 12s. 8d. a week. If the question could be dealt with nationally it should be possible to attain some success.

Earlier Retirement for Women : Teaching Local Government

A Sunderland amendment, asking for action to provide that women should have the right, if they desired, to retire at 60, irrespective of their years of service, produced an eloquent appeal from MISS KIRK, of Sunderland. After 60, she pointed out, many women had passed their years of fitness. The 1937 Act provided the privilege of retirement at 60 for the nursing section of N.A.L.G.O. ; the time had now come to extend it to the rest of the Service. Nothing was more distressing than to see women whose powers had waned with advancing years struggling on to secure their pensions. Retirement at 60 would be of benefit both to the Service and to the public.

Council to Review Problem

MR. J. ROBINSON, Sunderland, seconding, emphasised that the adoption of this proposal would result in greater efficiency in the Service and on the part of the individual, which was one of the aims of N.A.L.G.O.

MR. N. DRACUP, Bradford, opposing the South Wales proposal, asked why the rate of contribution should affect the value of an officer's services, or the rate of superannuation he received. At the moment he saw no hope of progress, since officers were entirely in the hands of their authorities on this matter.

MR. HARROLD suggested that Conference should accept the Metropolitan District amendment, referring the whole matter to the Council. While he agreed with Mr. Dracup on the difficulty of making progress, there would, he felt, be no harm in N.A.L.G.O. stating what was wanted. Conference approved this course, on condition that the Council also considered Sunderland's appeal.

URGENT NEED OF TRAINING IN CITIZENSHIP

Perils of Popular Ignorance

Debate on the next resolution, submitted by the N.E.C. as a contribution to the publicity value of Conference, provided a deplorable example of delegates' delight in Council-baiting, to the exclusion of more important interests. The resolution was in the following terms :

> " That this Conference, believing that the vital importance of local government administration demands an enlightened populace to ensure such administration being increasingly useful, efficient, and financially sound, feels that in all types of schools and educational institutions there should be afforded the opportunity of studying the principles, methods, and aims of local government, and therefore urges the Board of Education to encourage local educational authorities, governing bodies, and other educational institutions, to conside the introduction of a comprehensive and suitable curriculum on the subject in all schools and universities."

MR. J. H. WARREN, N.E.C., moving the resolution, said that it expressed the desire of the Council for immediate progress in the teaching of the elements of citizenship. Few people were better able than local government officers to observe how much the success and calibre of every form of government depended on popular understanding of its aim and task. Few knew better than they how often their best efforts were stultified by ignorance and misconception, and how often the policies pursued by the Government and local authorities were afflicted with the same evil. Adequate popular understanding of the processes of government depended upon a mind trained to criticism and judgment, plus a modicum of knowledge of those processes.

There was a real danger to-day that uninstructed citizens might sell our democratic heritage for whatever popular form of tyranny might be stalking abroad. That could be obviated only by some definite instruction in the elements of civics in the schools—a view which was shared by the Consultative Committee of the Board of Education, in the recent " Spens " Report. Local government, he suggested, lent itself far better to interesting treatment in the school than did national government.

MR. F. H. HARROD, N.E.C., seconding, emphasised that, as officers, they knew the need for getting this teaching in the schools in a more decisive fashion than at present. Branches could help, as some already were doing, by presenting shields to schools. Some teachers were opposed to essay competitions, and in his authority, instead of awarding the shield as the result of such a competition, they allowed it to circulate through all senior schools, spending a fortnight in each. During the fortnight the whole school concentrated on civics.

A Destructive Criticism

So far, the debate had been on a high level, and it was clear that Conference fully approved the principle. But MR. H. F. HUGHES, Lancashire County, destroyed the whole purpose of the discussion with a witty but destructive criticism of its wording. It was extravagant ; it would be misunderstood by the public ; it embraced such incongruous institutions as nursery schools, riding schools, music schools, and Dartmouth Naval College ; and it had apparently been drafted after a course of Government A.R.P. memoranda. He therefore submitted his branch's resolution as an alternative :

> " That this Conference urges the Board of Education to encourage local education authorities, governing bodies, and other appropriate educational institutions, to introduce a suitable curriculum on the subject of civics in all appropriate schools and in the universities."

MR. HARROD retorted that the alternative was no improvement on the original : it was not so comprehensive ; it gave no reason for the suggested approach to the Board ; worst of all, it trailed the red herring of " civics " across the path—a red herring which the N.E.C. had carefully avoided. " Civics " was too wide and vague a term. He wanted to see the principles and methods of local government, not some nebulous propaganda of civics, taught in all schools—including nursery schools, music schools, riding schools, and Dartmouth Naval College.

This conflict roused all the combative instincts of delegates, and a vote was demanded, though the principle of both motions was approved by all. On a show of hands, the voting was fairly even, and the President called for a count ; one member even demanded a card vote. After ten minutes' delay, it was announced that delegates had preferred the Lancashire resolution by 367 votes to 351.

More uproar followed when the President announced that no count had been made of votes in the gallery, where 150 or so were sitting. At the beginning of the Conference he had ruled the gallery " out of bounds " and must abide by that decision. At once, most of those in the gallery left, the majority spending the rest of the morning standing at the back of the hall, but some leaving the hall altogether.

FACILITIES FOR ALL TO ATTEND CONFERENCE

Council Opposition Defeated

This scene provided an ironic prelude to the plea of MR. R. H. HEWITT, Salford, which followed, for arrangements to enable any member of the Association to attend Conference if he or she wished. Mr. Hewitt emphasised that there was no ulterior motive behind this demand ; its sole purpose was to obtain some provision for members living in or near the Conference town to hear its deliberations. Only the really keen members were likely to be affected, and if Conference were held each year at a place where the necessary facilities were available, there should be no real difficulty.

MR. A. F. HUTT, Manchester, urged the value of members of the rank and file attending Conference. It would do them good to see the Council in its glory.

MR. F. W. HUMPHRIES, Manchester, estimated that nowhere would more than 100 members be sufficiently interested to attend. Nevertheless, that 100 should be given the right to do so.

MR. G. A. STONE, N.E.C., while agreeing with the propaganda value of the plan, urged that the Council's primary duty was to consider what was practicable. Adoption of the resolution would seriously restrict the number of towns at which Conference could be accommodated—and delegates should not forget the great propaganda value of holding Conference in as many towns as possible.

Despite this opposition, however, Conference carried the motion.

Private Sessions Urged

MR. P. FLEMING, Long Eaton, put the case for a private session of Conference, from which the Press would be excluded, and at which all purely domestic or routine business might be debated. Such a course would ensure better publicity for the more important debates. At present the national Press reported everything delegates did not want to see in print and little of what they did. N.A.L.G.O. should think of its status in the presentation of its affairs to the public. Domestic and routine affairs were of no public interest

No Direct N.E.C. Representation for the "Under—£270's"

and should be discussed at a business session.

MR. G. A. STONE replied that the Council was not competent, under existing standing orders, to hold a private session, and agreed that power to do so might be of value. The agenda sub-committee had always tried, as far as possible, to get the debates of public interest on the opening day and to reserve the more domestic details for the later stages of Conference; in that sense it was already doing what was desired by the motion. While opposing the motion, he urged Conference to accept the amendment by the Morecambe and Heysham branch, which would empower the Council to declare a private session when it considered it necessary. Conference agreed.

Contributions to Charities

A motion by the Stretford branch, and two amendments by Kent County and Brighton, dealing with the power of the Association to make contributions to charities, voluntary organisations, and similar bodies, and to appeal to members to support the funds of such organisations, were referred to the Council for consideration and report.

Conference approved an N.E.C. motion to amend the definitions of "service" and "local government officer" in the rules and constitution of the Association to include the Isle of Man, where a branch has now been established. This was agreed without discussion, but it did produce the interesting admission from Mr. Harrold that for 13 years the rules had included a phrase the meaning of which no one had ever been able to understand.

At the request of the Doncaster and district branch, Conference agreed to instruct the N.E.C. to consult with branches and other interested organisations with a view to including in the rules of the Association a definition of the term "local government officer" for the purpose of eligibility to membership. MR. F. R. GRAYDON, Doncaster, explained that this had been a thorny problem for many years, and its clarification would solve many difficulties.

Plea for Revision of Subscriptions

Then MR. R. F. SHILLING, after a little play with his singularly appropriate name, moved the Hants County motion inviting the Council to submit next year a revised scale of membership subscriptions making provision for a reduction of the present rate for juniors. The object of his motion, Mr. Shilling explained, was to remove grievances. In his own branch new entrants to the Service at 17 were paid a salary of £42, which was increased to £54 10s. after six months—with the result that their subscriptions were abruptly increased from 5s. to 10s. after only seven months' service. Further, many members had complained of the injustice of the fact that the man with a salary of £125 had to pay as much as his colleague earning £250, and many had resigned for that reason.

MR. T. FREEMAN, N.E.C., reminded Conference of the honorary treasurer's earlier warning that the Council would have to review the finances of the Association during the coming year, and therefore opposed the resolution as likely to tie its hands. Present N.A.L.G.O. subscriptions were low compared with those of other trade unions. But great changes were taking place, both in local government and in the activities of the Association. The salaries campaign must be adequately financed, and education and public relations must have their fair share. Conference appreciated the point, and rejected the Hampshire proposal.

A motion by the Morecambe and Heysham branch, urging that Conference should be held a fortnight after Whitsuntide, was lost, as was an amendment by the Wakefield and district branch urging that it should always be held at a centre where reasonable scales of salary were in operation. Conference approved MR. FREEMAN'S point that it was always of value to hold it in a town where poor salaries were paid.

ALLEGED DISCONTENT OF THE LOWER PAID

"No Adequate Response"

A plea by the North-Western and North Wales district committee for a greater representation of district committees at Conference was likewise rejected, and delegates went on to the more controversial proposal of the Glasgow branch for direct representation on the Council of at least six members earning £270 per annum or less, elected by their colleagues on the same salary scale.

Moving this, MR. W. MONCRIEFF alleged discontent among the 70 per cent of the Association earning less than £270—a feeling which, he thought, had not met with an adequate response from the Council. N.A.L.G.O. should be prepared to change its rules to protect the interests of all and to provide leadership able to weather the changes now in progress in local government. The relationship between the junior and his chief prevented that free and democratic expression which all would like to see.

MR. H. REES, Cardiff, supporting, told Conference that the principle of the motion had already been applied in his own branch executive with great success. They now had the confidence of juniors, which they had lacked before.

MR. J. S. HOWE, Tynemouth, opposed, declaring that there was nothing in the constitution of the Association to prevent any individual, with any salary, from obtaining a seat on the Council if he had the ability and initiative. To this, MR. H. NORTON, Sheffield, retorted that he had both ability and initiative, but had no chance of getting on the Council in present circumstances.

MR. S. H. BRODIE, Glasgow, held that the platform did require a leavening of fighting spirit.

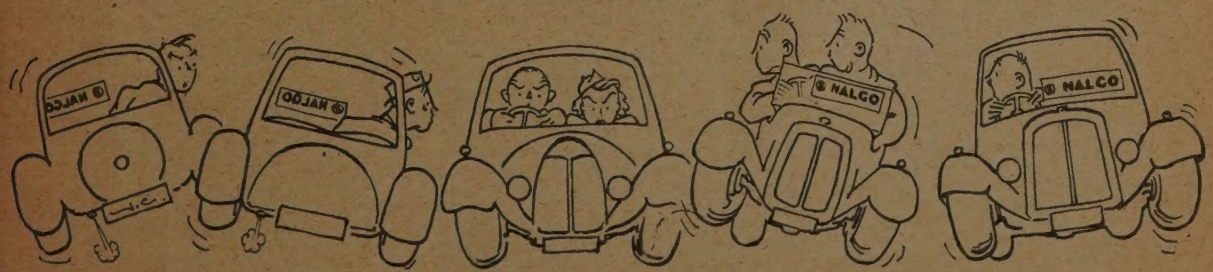
"Sectionalism Must Go"

MR. A. A. GARRARD, chairman of the Council, replied with a vigorous demonstration that fighting spirit was not confined to the young men. What was the object of the motion? Did they really want salary representation, or was the the idea associated with that of a youth movement? The Council would welcome the importation of young men. But at present many able young men were getting more than £270 a year and many able older men were getting no more. In any case, what was wrong with the present Council? The salaries campaign it had initiated was aimed in the first instance at bettering conditions for young men.

The time had now arrived when there should be no direct representation on the Council of any section. If they were going to have special representation for those earning less than £270, why not representation for old men, high-salaried men, even red-haired men? Sectionalism in N.A.L.G.O. must go. The Council had never failed to recognise the claims of any section, but it wanted men and women of ability from all grades of the Association, ready to serve their fellows. Conference responded to this vigorous speech and rejected the motion.

More Women Members Wanted

Then MISS G. S. MITCHELL submitted Sheffield's motion urging greater representation of women on the Council. To-day, she estimated, N.A.L.G.O. had



TORQUAY CURIO—The Car without a N.A.L.G.O. Label.

Special Representation for Women Members Rejected

something like 21,000 women members, or 20 per cent. of its total membership. But those women had less than 5 per cent. representation on the Council. The two women representatives had to cover, on all the committees, all the affairs of their sex—an impossible task. N.A.L.G.O. was doing great work on behalf of nurses and was endeavouring to recruit more nurses. How could it hope to succeed without more women representatives?

Miss A. KIRK, Sunderland, supported, and asked for direct representation for the nursing profession.

Women Councillors' Support

Miss I. STANSFIELD, speaking not as a member of the Council, but as an individual, agreed that there was need for more women to carry on the campaign for women's services. Women had a contribution to make to the Council's work, and the two women now on it, although not workshy, could not cope with all they had to do.

Miss E. DAWSON, the other woman member of the Council, pointed out that Headquarters had recently urged branches to provide for the appointment of women officers to take over in the event of war. If women were capable of running the work of a branch then, they were capable of serving on the N.E.C. now. At the same time, there should be more women's committees in the districts, and special provision should be made for the election of women to Whitley Councils.

MR. H. R. JONES, Wolverhampton, pointed out that there was nothing to prevent the election to the Council of as many women as members liked to send, and urged rejection of the motion until provision had been made for the election of at least two men.

Miss E. I. N. BRADSHAW, Cheltenham, urged that branches wanted women on the Council as a help to combat apathy. At present, they had 54 men to go round the country, but only two women, and they would speedily kill those two by running them all over England, Wales, and Scotland to address branch meetings.

MR. GARRARD, replying to the debate, emphasised that the Council felt a real sympathy for women in the Service and was already doing much to give them their proper place. But, as he had said in his reply to the previous motion, the time had now arrived when N.A.L.G.O. should get rid of sectionalism. Women should be ready to take their place with men on similar terms. All were in the Association together and on an equal basis. The motion was defeated.

New President Inducted

A resolution by the National Executive Council to amend the staff superannuation rules in order to bring the scheme as far as possible into line with the provisions of the 1937 Act was approved with one amendment, put forward by Berkshire County, deleting a provision which would have empowered the Council to extend the services of a member of the staff after 65. An amendment by the South Wales and Monmouthshire district committee to substitute 60ths for 120ths for non-contributory service was withdrawn on an assurance that it would be considered by the Council.

This concluded the business part of Conference and MR. HOLLAND formally inducted his successor, Lt.-Col. E. J. STEAD. He welcomed Col. Stead as a man with a long and distinguished career in local government, a man who had obtained high honour in the service of his country during the War, a man of abounding common sense, of courage to stand by the unpopular side, and of audacity where audacity was needed. He felt sure that Col. Stead would bring all those qualities to the service of N.A.L.G.O.

In a brief reply, Col. Stead undertook to apply all his ability to the task of President. As his first duty, he formally presented Mr. Holland with a replica of the President's badge and, on behalf of the entire Association, expressed appreciation of his services during the past year. Mr. Holland had proved himself during this year, and N.A.L.G.O. was proud that a man of his position and standing in local government had been at its head.

Confidence in N.A.L.G.O.'s Future

Replying to the vote of thanks, carried with acclamation, Mr. Holland said that he would retain happy memories of his year of office, of the support given to him by the whole membership, and especially of the help of the officers. He had no doubt about the future of N.A.L.G.O. It would never settle down into that somnolent acquiesence which was the fate of so many associations.

Mr. Holland then paid tribute to the retiring members of the Council, including two veterans of the Service—MR. W. W. ARMITAGE who, after 16 years on the Council, remained young at heart and in courage still, and MR. SINGLETON, who had been a pioneer in advancing the Association's public relations policy. Others they were losing were MR. F. V. MERRIMAN, MR. L. E. RUMSEY, MR. H. G. POPE, MR. H. W. SMITH and MR. R. E. SOPWITH.

After further votes of thanks to the Mayor and Mayoress of Torquay, the local Conference committee, the REV. E. W. B. ABBOTT, and the REV. M. KNIGHT, who had conducted the Conference service, and replies on behalf of these, Conference ended with the singing of "Auld Lang Syne."

Steady Progress of Logomia and the N.A.L.G.O. Ancillaries

CONTINUED progress was recorded at the annual general meetings of Logomia and of the N.A.L.G.O. ancillaries held at Torquay during the Conference week-end. At the Logomia meeting, in the Electric Hall, on May 30, MR. S. LORD, the chairman, announced increases for the year of £7,917 in net premium income, and of £66,058 in total funds, to totals of £83,189 and £439,253, respectively, and a reduction from 13.12 to 12.46 per cent. in the ratio of expenses to premium income. Rate of interest earned on the total funds of the Association was £4 1s. 9d. per cent. compared with £4 4s. 5d. per cent. in 1937.

Fidelity and General premium income increased from £12,417 to £12,972, and after making substantial reserves, £5,513 had been transferred to the Profit and Loss account.

In the Life Department 1,080 policies were issued compared with 1,044 in 1937. There were nine death claims for sums amounting to £2,558, and the expense ratio to premium income was 7.56 per cent. as against 7.94 per cent. in 1937.

Although two new life schemes had been inaugurated—the Additional Benefit for Accidental Death and the Double Endowment Scheme—Mr. Lord expressed doubt whether "side" schemes were in the interests of members as a whole. The life fund should be run for the majority, not a minority.

The Fire Department, including Employers' Liability and Burglary Insurances, continues to make steady progress. The gross annual premium income was increased from £7,562 to £9,030 in 1938. The ratio of claims to premium income was 5.2 per cent. for Employers' Liability, 14.5 per cent. for Fire, and 33.4 per cent. for Burglary, compared with 1.26 per cent., 19.1 per cent., and 26.98 per cent., respectively in 1937.

Motor-car insurance would, he hoped, continue to increase, since the growing number of officers able to afford a car would not get better all-round terms from any other office. Although the introduction of the motor hire purchase scheme had proved wise and beneficial the Board was not prepared to risk extending it to second-hand vehicles.

The Board recommended an increase from 5 to 6 per cent. in the Triennial Distribution of bonus, because it felt that older shareholders, whose capital had been largely responsible for the expansion of the Association's business, should get a fair return for their money. Further capital was not needed and had not been accepted during the past three years.

The chairman concluded by thanking local correspondents and the Logomia staff, and wishing all happiness to Mr. W. W. Armitage in his retirement. MR. G. W. COSTER, vice-chairman of the Board, seconded and the report and accounts were adopted.

Mr. Lord and Mr. Coster, the retiring members of the Board, were unanimously re-elected.

MR. S. H. BRODIE, Glasgow, moved a notice of motion to amend the rules to delete the provisions for proxy voting. The Chairman replied that abolition of proxy voting would be a grave injustice to the shareholders who had brought the Society into being by investing money, and the amendment was defeated.

BUILDING SOCIETY

Assets now £4,288,693.

AT the Building Society meeting, in the Electric Hall on May 29, MR. J. T. BAKER, chairman of the committee of

New Benefits for Provident and Approved Society Members

management, presiding, submitted a report of a further year of progress.

Unsettled European conditions, the report stated, had affected the Society's business during the latter part of the year, particularly in regard to new mortgages, but this slight set-back did not seriously affect the progress made. New mortgage business reached £911,247, representing 1,383 advances.

Whilst the committee did not feel justified in adopting a recommendation to increase the fees of local correspondents, it recorded sincere appreciation of their work.

MR. W. H. LEGH-SMITH, honorary treasurer, announced an increase of £7,279 in the balance of unappropriated profit to £40,696. During the year assets increased by £665,614 to £4,288,693.

A suggestion by MR. S. H. BRODIE, Glasgow, that the terms of repayment of 100 per cent. advances should be extended from 20 to 25 years was not approved, the chairman stating that it was essential, where the full value of a property was advanced, that the loan should be reduced to a safety margin as quickly as possible, in view of depreciation in values.

The meeting approved the committee of management's recommendation to make the three trustees and the treasurer *ex officio* members of the committee and carried a resolution restricting the election of four members of the committee to ordinary members of the Society other than members of the National Executive Council of N.A.L.G.O.

Messrs. S. H. BRODIE, Glasgow, H. J. ALTOUN, Hastings, A. TEALE, Leeds, and T. E. BRIERLEY, Coventry, were elected to the committee. The meeting passed a hearty vote of thanks to the chairman and members of the management committee.

PROVIDENT SOCIETY

New Benefits: Relief for Men Called Up

AT the Provident Society meeting in the Electric Hall, on May 26, MR. T. NOLAN, presiding, reported an increase of £2,787 in contributions to a total of £38,384; a decrease of £494 in sickness benefits to £14,898; allocation of £27,270 to the rest fund, at 8½d. per 1s.; and a payment of £4,275 sickness benefits from rest accounts. Death benefit contributions were £1,008 and claims £85, and the surplus for the year was £1,119. The hospital and nursing home benefit fund showed a surplus of £276; the total assets of the Society were £209,000.

In reply to a suggestion that so large a surplus on the management fund was unnecessary, the chairman pointed out that it would be greatly reduced by the increase of ½ per cent in the interest on members' accounts, and the abolition of the three-pence management fee in respect of a wife insured under the hospital and nursing home scheme. He promised to report on the management fund next year.

The report of the committee of management showed that the number of members insured under the sickness and death benefit schemes was 20,465, and under the hospital and nursing home scheme, 6,442. Increase of membership under all tables was 2,252.

Owing to the satisfactory financial position it had been found practicable to increase the rate of interest credited to the deposit account and "rest" fund from 2 to 2½ per cent per annum, as from January 1, 1939.

The meeting agreed to adopt a scheme of funeral benefit for children to come into operation on January 1, 1940, and passed a resolution agreeing to retain in the Society members called up under the Military Training Act and the Reserve and Auxiliary Forces Act, and to give sympathetic consideration to the position of any member unable to maintain his contributions for this reason.

MR. J. T. BAKER was elected a trustee, in the place of MR. S. LORD, who had retired. The other trustees are MR. A. G. M. ARCHIBALD and MR. T. FREEMAN, Messrs. T. E. BRIERLEY, Coventry, S. H. BRODIE, Glasgow, A. C. EATON, Blackpool, and S. A. HUGHES, Lewisham, were elected to the committee of management.

The chairman moved a resolution recording appreciation of the services by Mr. Lord, who was the first chairman in 1914, was elected to the committee of management in 1920, and had been a trustee since 1924.

APPROVED SOCIETY

New Scheme of Additional Benefits to be Prepared

AT the Approved Society meeting in the Electric Hall on May 27, with MR. S. LORD, the president, in the chair, MR. R. W. COPPOCK, chairman, submitting the annual report, stated that membership, now at 28,152, had doubled in 9 years. Last year 3,400 new members were enrolled, and recent legislation promised greater advance in the near future. Once again they had been able to invest money to swell the reserve, which had reached nearly the half-million mark—just under £9 per member. Claims for dental benefit—5,262 out of 20,000 eligible members, involving an expenditure of £10,836, an average of £2 1s. 2d. per claim—had exceeded expectations. The demand for optical benefit continued to increase: 4,116 claims were admitted, involving an expenditure of £4,615, an average of £1 2s. 5d. per case. In addition to £18,139 paid or promised in non-cash additional benefits, £19,487 had been paid in sickness, disablement, and maternity benefits, representing 6,100 claims with an average of £3 3s. 9d. per case. The convalescent home at Matlock had had a successful year, with a record total of 384 persons admitted.

The meeting authorised the Committee of Management to receive the Fifth Valuation report, and to plan a new scheme of Additional Benefits for the 5 years, January 1, 1940, to December 31, 1944, in accordance with the sum declared available by the Government actuary.

It was agreed that the president be the president of N.A.L.G.O. MR. T. NOLAN, Leeds, was elected vice-president to fill the vacancy caused by the retirement of MR. W. W. ARMITAGE, and MR. J. T. BAKER, Lambeth, was elected a trustee, in the place of Mr. Lord. The following were elected to the committee of management: Messrs. R. W. RAMSAY, Leicester, J. W. PURCHON Leeds, J. E. CRAWSHAW, Blackpool, E. V. STEER, Sheffield, T. E. BRIERLEY, Coventry, J. M. JENKINS, Glamorgan, S. CRAWFORD, Salford, W. F. OTTEWILL, Kent, H. COUNSEL, Lancs., H. SUMMERSKILL, Liverpool, and F. WISE, Durham County.

Mr. Coppock referred to the retirement of Mr. Lord, founder of the Society in 1911, its president ever since, and the man primarily responsible for the wonderful convalescent home at Matlock. Mr. Lord had been far-seeing, helpful, and an inspiration, and on behalf of the committee and members he wished him many years of activity.

Mr. Lord, replying, said that it did not seem 28 years since he and Mr. Hill had fought to establish the Approved Society. N.A.L.G.O. was not then the democratic organisation it was to-day—many members did not want the Association to have anything to do with the National Health Insurance Act—but eventually the pioneers had prevailed. The work had been strenuous but happy, and he expressed thanks to the members of the management committee, with whom it had been a delight to work, and to the staff, especially Miss Ficken, the chief clerk.

DISTRICT COMMITTEE ACTIVITIES

Points of interest from recent district committee meetings include:

South-Eastern.

Branches where salaries are below the national scale, are to be asked whether they are prepared to ask their councils to adopt the scale—and if not, why not.

Seven members of nursing staffs have volunteered to serve on a women's committee and been accepted.

The first week-end school in the district is to be held at Bexhill in October.

Branches whose authorities have decided not to co-operate with the provincial Whitley Council are to be invited to take further action, to report, and, where possible, to state the reasons for failure.

Yorkshire, Wombwell, May 18

Of 30 authorities scheduled for immediate attention under the salaries campaign last September, 25 have been approached and satisfaction has been obtained from many.

Sports plans include the district's first bowls competition. Mr. W. W. Armitage, district chairman, 1933-38, has presented a silver cup for the winner.

West-Midland, Leamington Spa, May 20

The divisional secretary reported that Cannock had adopted the provincial council scales; Coventry, a new junior scale; Rugby and Shrewsbury, new grading schemes; and that Sutton Coldfield had extended its junior scale from £120 at 21, to £190 at 26.

The executive received Miss I. Stansfield, N.E.C., Mrs. A. A. Woodman, and the education secretary, to discuss the establishment of a women's committee.

North-Eastern, Stockton, May 13

Executive recommended the establishment of women's committee.

The north-eastern joint council has adopted a scale on the "wage for age" basis which is to be submitted to all authorities in the area.

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